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A STANDARD FOR CIVIL DEFENCE
—Page 253

NEW COUNCILS FOR OLD?

MR. HASLUCK's remarks upon the quality of councillors in the article we publish this month under the heading "New Councils for Old," are courageously frank. He finds fault with the general level of their intelligence and knowledge, and with the motive and spirit in which many of them entered public life; and it is apparent that he regards his impression as true of no insignificant proportion of the whole number.

There is much truth in his view that worthy and efficient councillors cannot be expected to arise from an ignorant and apathetic electorate; and one avenue to better councils is, therefore, education in citizenship, as he recognises. Valuable as an expansion of adult education would be in this sphere, however, we doubt whether it could be looked to for any striking improvement in electoral calibre. There is no official stint of facilities for adult education in citizenship. The lamentable truth is that the existing facilities are not used in the measure available. The reasons for this lie in the past, and in social sicknesses which could be revealed only by a closer and deeper analysis than it was within Mr. Hasluck's province to make.

The chief medium of such education, and the only one on which any full hopes can be set, must be the school. Before the war, NALGO had expressed the view that school curricula could appropriately be adapted to serve the ends of education in citizenship, without detriment, and indeed with advantage, to other scholastic aims; and was seeking practical approaches to this end. The war has inevitably interrupted progress; but the association can be relied upon to renew its effort as soon as possible. Since opinion in favour of continuation schools seems to be growing stronger, the potentialities of the association's policy may grow larger. Education in citizenship extended over primary, post-primary, and continuation schools might indeed work wonders.

Mr. Hasluck also advocated adult suffrage in local government. This is surely the logical next step in franchise reform. Payment of rates can no longer be regarded as the indispensable nexus in the local government franchise. But, as a medium to secure better councils, its efficacy seems doubtful. Is the generation which has attained its majority during, say, the last ten years, more politically conscious or knowledgeable than the older generation of householders?

The Party System

MR. HASLUCK appears to recognize the part which the party system may play in stimulating public interest in local government, though he regards it as "a largely factitious element." It is not everywhere that the party system had established itself in local government before the war; though it was widespread, and spreading ever more widely. In relation to many aspects of local government the system is undoubtedly "factitious," though not in relation to all. Local government is now concerned with the execution of great national social policies, and there is some cogency in the view that the execution is almost as important, socially, as the policy, and is therefore a legitimate field for the action of the party system. The councils in which the party system prevails are neither the least important nor the least efficient; in the judgment of many observers, quite the contrary is true. The party system can bring its own abuses, but it is often an excess of party spirit and not the party system that leads to these; and most councils run "politically" seem to learn how to keep party spirit under control. The system has the merits of canalising the council's policy, and putting a drive into business that might otherwise slip rudderless through a variety of individual viewpoints. At the same time, it organises and consequently strengthens criticism of, and vigilance over, the dominant policy. It has also been known to banish personalities and purely personal intrigue from the chamber, or at any rate to relegate these to the background, and to mitigate their evils. The councils comprised of "independent" members are not always such uniform exemplars of cool judgment as to justify their depreciation of the party system, and very often allow play to personal motive which no "party" could afford to tolerate for the sake of its existence, its policy, or its programme. Local government officers, as such, can have no partialities on a subject of this kind, though it has its interest for them in its administrative aspects. As a matter of objective observation, we imagine that most of them would agree that it is not in the towns which have politically organised councils that the lowest levels are experienced, or that the knowledge and interest of the electorate are at their lowest levels.

ON OTHER PAGES

	Page
NEW COUNCILS FOR OLD, by E. L. Hasluck	251
A MINIMUM STANDARD IN CIVIL DEFENCE	253
NALGO RECONSTRUCTION COMMITTEE	255
GIVE A FILM SHOW THIS WINTER!	256
ROLL OF HONOUR	257
FULL CONFERENCE NEXT YEAR	258
READERS' FORUM	259
HERE COMES THE HUN, by "Jackass"	262
AT RANDOM, by "Hyperion"	263
OBITUARY—Mr. E. R. Bickmere and Mr. J. M. Clark	264
TWO NEW MEMBERS OF THE N.E.C.	264
IF YOU EARN BETWEEN £250 AND £420	264
SALARIES AND SERVICE CONDITIONS	266
SCOTTISH NOTES	266

Should Councillors Be Paid?

MR. HASLUCK also feels that councils could be improved by opening the door more widely to candidature and service. NALGO has already proclaimed that it offers no objection to evening meetings—which he considers helpful in this way—if compensating facilities are available to the staff. Service on the county councils, which necessarily involves absence during some working hours, cannot be open to all until a subsistence allowance is payable. Would opportunity for service be increased, and abler candidates attracted, if councillors were paid in the full sense? We doubt it; at any rate, if such a proposal contemplates, as it usually does, payment of all of them at a uniform rate. Councils are of a size referable to a system of part-time representation, and payment of all members on a whole-time footing could hardly be justified on grounds of expense. Moreover, a mere livelihood level would fail to attract men earning higher incomes, would endow leisure, and is not certain to secure a better type of representation from among the wage-earners. Some allowance for lost time would, however, ease the position for the latter class, and seems fully justified.

Mr. Hasluck suggests that more use should be made of the wide powers of co-option made available in 1933. Local authorities of all types seem to have set their faces against the practice of co-option. The opposing sentiment may, as Mr. Hasluck suggests, be both irrelevant and ill-founded, but we think it is not likely to diminish. Co-option presupposes a need for some specialist element among the amateurs. Many of our ablest councillors feel that the functions of the "specialist" are already provided for through the staff, and are better exercised on "that side of the fence."

The Official's Part

NONE of Mr. Hasluck's suggestions appear to us to go quite to the root of the conditions which make for the efficient work of the elected element in local government. Both policy and administration, as he said, are constitutionally in the hands of part-time elected amateurs. He no doubt recognises, as most councillors do, if not all, that the technique of administration and the exercise of professional and managerial functions must be left to the officers. They are normally so left, though the instances in which the elected amateur conceives these functions to be his are still by no means uncommon, and are the more dangerous in the light of Mr. Hasluck's candid review of the calibre and motives of a considerable number of councillors.

Moreover, it is becoming increasingly evident in the conditions of to-day that even the formulation of policy and the exercise of co-ordination and control cannot be left to spring from a continually shifting body of part-time representatives. As the late Lord

Stamp courageously said in his inaugural address to the Institute of Public Administration in 1938: "I am quite clear that the official must be the mainspring of the new society, suggesting, promoting, advising at every stage. The time when the amateur control is all-wise for either seeing or saying what ought to be done, and the officials' job is merely to do what he is told, is not completely past. Only the skilled and trained official can really be relied upon to keep continuity, system, impartial interpretation, tradition, and disinterested impetus." His view implied no disruption of ultimate control.

As to the type of official called for, Lord Stamp rejected both the "push-and-go business man of the single-management type" and "the exactly trained civil servant elaborating and applying, by principle and precedent, a statutory and static programme." In reviewing his address in March, 1939, we offered a reasoned statement of the view that one of the nearest approaches to his ideal type was the local government officer. Council control, instead of being abrogated, could be the better adapted to this creative use of officials, if councils could be organised to differentiate between settlement of broad policy on the one hand, and evolution and application of it on the other hand; and it is to be hoped that the newer forms of local authority constitution which have developed elsewhere, in countries no less democratic than our own, and which have sprung from considerations of the kind we mention, will not go unstudied in proposals for the post-war reconstruction of local government.

Government Hospital Policy

THE fact that the Government is evolving a policy for the post war organisation of the hospitals will be welcome news in the local government service. The announcement made by Mr. Ernest Brown on October 9 shows that the Government realises the need for co-ordination of a service which has grown up haphazard under a variety of controls. The responsibility for providing a "comprehensive hospital service" is to be laid upon "major local authorities" and there is a hint that most existing areas are too small for such a purpose. Whether wider administrative areas are to be created or existing authorities grouped is not yet made plain. No experienced public health administrator will deny the need for large groups to provide adequate fields for specialisation in hospital services.

Two possible dangers lurk in the Government's scheme, which remains at the moment somewhat vague and general.

There is first the risk that the municipal hospital service, which has been elaborated and improved out of all knowledge in the past ten years, may fall under the control of non-elective bodies dominated in fact if not in theory by the influential administrators of the voluntary hospitals. The dominant position ceded to the teaching hospitals in the Government's announcement is significant: the importance of teaching hospitals cannot be gainsaid, but it is a fact that they are nearly all privately controlled.

They tend to exhibit a spirit of charity rather than of public service and are in no sense accountable to the public for their policy.

The special position given to the teaching hospitals in this scheme means that, as before, the cream of the "interesting" cases will go to the (voluntary) teaching hospitals. This, in turn, means that, as regards doctors:

(*a*) a position on the staff of a teaching hospital will be as remunerative (indirectly) as ever, by increasing chances of private practice (the medical students they teach become doctors and send private patients to their old teachers); and

(*b*) As the voluntary hospitals get the pick of the interesting cases, they also get the pick of the doctors.

The scheme is an almost complete adoption of the Nuffield plan, which aims at the preservation of the voluntary hospitals by rationalisation and regionalisation.

It is worth remarking, in passing, that, while the teaching hospitals are to be subsidised, there is no hint that the possibility is envisaged of widening the system of medical scholarships. At present it is really only those from the middle classes (which have no monopoly of brains) who can become doctors.

The second danger is that the problem of hospitals may be divorced from that of health services in general. The experience of Glasgow, Gloucester, or the Highlands and Islands, shows that domiciliary treatment needs to be firmly associated with the hospital services. Only if every general practitioner is in intimate touch—preferably as a State employee—with his local hospital organisation, can all the resources of medical science be brought without friction or delay to the service of every patient.

The "Mobile Unit"

MOST authorities today possess one or more "mobile units"—buses, vans, and other vehicles converted for use as canteens, welfare and information offices, ambulances, and the like—which have proved of enormous value in air-raid conditions. One of the most enterprising of which we have heard is Chesterfield, whose transport manager, Mr. R. Hoggard, an early exponent of the idea, has displayed much ingenuity in putting it into effect.

Using 32-seater buses, he has prepared two splendid ambulance units, each containing a fully-equipped and well-lighted operating theatre, heated and air-conditioned, and supplied with all the material for a separate emergency first-aid post, a welfare office fitted with all the necessary office equipment and even a couch for members of the public waiting for advice or help, and a mobile canteen. A notable feature of these vehicles is the special roof protection designed to withstand bomb and A.A. splinters—providing a much-needed reassurance for their occupants during a raid.

The idea is capable of wide extension, not only now but in time of peace. Already we have, in addition to those mentioned above, mobile libraries, advice bureaux, and film units. Shall we see, after the war, complete mobile clinics touring city and country areas alike and abolishing the tiresome journey and weary wait at the out-patient department; mobile teaching units, taking scientific, biological, and technical equipment to schools not themselves able to supply it; mobile demonstration units carrying knowledge of hygiene, cooking, and food preservation to isolated areas; mobile assistance offices; mobile museums and exhibitions; mobile art galleries; mobile "fitness units," taking sports equipment and gymnastic instructors; and even mobile swimming baths carrying big canvas tanks? That would be a simple and relatively inexpensive way of providing urban amenities in the country and attaining a high minimum standard of civilisation even in the remotest areas, and we leave the idea for more ingenious readers to develop.

Civil Defence in U.S.

EVERY city in the United States now has, on paper at least, a complete civil defence organisation. In setting it up, the Americans have paid the highest possible compliment to the British system by modelling their own almost completely upon it, with wardens, rescue parties, auxiliary fire service, auxiliary police, casualty, demolition, and repair services, emergency feeding and housing, gas detection and decontamination, and so on, all under the control of a small emergency committee of the local authority and directed from a control centre.

In one respect, however, the American practice has, in our view, gone one better than the British. An expert in local government administration, Mr. LaGuardia, the volatile, able, and energetic Mayor of New York, has been appointed U.S. Director of Civilian Defence, and the scheme as a whole has been prepared and is being organised and administered by the U.S. Confederation of Mayors rather than by State or Federal departments. Since the Mayor in most United States cities plays a more prominent part in day-to-day administration than does the mayor or chairman of the council here, this amounts in practice to entrusting the major part of civil defence to the local government officers who have to do the job. Had a similar practice been adopted here—had, for example, a National Civil Defence Council been set up, composed in the main of picked representatives of local government, councillors and officers—there is little doubt that many of the mistakes, vacillations, delays, and changes of policy which have hampered the smooth development of our own organisation would have been avoided. Even now it is not too late to remedy the position and set up the machinery for consultation and co-ordination of policy between Whitehall and the town hall which we have so long been urging in these columns. But we have little hope.

A recent example of the results of the present absence of consultation has been provided by the registration for fire guard duty. All men between 18 and 60 were required to register. When they did so they had merely to give their names and addresses and say whether or not they claimed exemption. It would have been a simple matter to find out at the same time whether and where the men registering were already undertaking fire guard duty and to record the details. Some local government officers urged that that should be done—but no, it had not occurred to Whitehall, and could not, therefore, be considered; with the result that understaffed local authorities have now to do the job all over again. That is one example out of many.

Best Insurance for Warriors

MOST members of N A L G O still working in their civilian jobs recognise the value of the Benevolent and Orphan Fund as the best insurance against those blows of misfortune which may befall any of us at any time, and regard the sixpence a month they are asked to contribute to it as the most worth-while premium they pay. But some of the younger members in the Forces may wonder how far its benefits are likely to apply to them, and become slack in continuing their subscriptions. A recent case should demonstrate both the virtue of the Fund and the folly—to put it at its lowest—of neglecting it.

A N A L G O member in the R.A.F. was enjoying his leave at home last May when he was killed in an air raid. His widow, aged 28, was left with two children, a boy of three and a girl of 11 months. The corporation by which her husband was employed agreed to pay her £1 10s. a week until November 7, and since her allowance from the R.A.F. ceased on August 7 and no service pension has yet been granted she would, after November, be left with a total income of 16s. a week, the rent of a house she owns. Since the rent of the house she lives in is 15s. a week, this would have given her 1s. a week on which to feed and clothe herself and her children.

But the Benevolent and Orphan Fund has come to the rescue, and has agreed to continue the payment of 30s. a week from November 7, when the corporation allowance ceases. She has cause to thank her husband for continuing his membership of the Fund after he had joined the Forces.

NEW COUNCILS FOR OLD

By E. L. HASLUCK, M.A., D.P.A., F.R.Hist.S.

Reform of the administrative machine of local government will be largely wasted if the executive side is unequal to the job of directing it. In this third article in our series on reconstruction, Mr. HASLUCK, who is a member of Kent County Council and the author of "Local Government in England," makes some provocative suggestions for improving the calibre of the elected representatives and recruiting to their ranks the best talent available.

THE senior officer who is keen on his work will probably feel inclined to voice one outstanding criticism of his local authority: it just will not put up the money for those improvement schemes which he knows will confer such benefits upon the people of his district. If his grievance happens to be a stubborn refusal to increase his working staff, it is merely another manifestation of that "false economy" which, however profitable from an electioneering standpoint, is a perpetual drag on the wheels of municipal progress. Perhaps he may connect this failure to appreciate the value of "wise spending" with that lack of alert, intelligent interest in the workings of his department which characterises so many of the members of his committee. It would be so much better if our local authorities were more progressive and more proud of their constructive achievements. Couldn't something be done about it?

Jurisprudence promptly raises its head and frowns. Surely a local government officer is but the humble servant of the elected council; it is for the council to formulate policy and for the officer to put that policy into execution: one of the salutary functions of the elected authority is to restrain the exuberant and extravagant departmental enthusiasm of the professional specialist. It is, in fact, a cardinal principle of the British democratic system that responsibility for all acts of administration should be vested in those elected persons who, deriving their authority from the suffrages of the citizens, can be removed from office if their ideas of good government should prove unpalatable to the electorate. It is only human nature that a keen specialist, absorbed in the interesting problems of his particular subject, should tend to exaggerate the importance of his department and should make more exorbitant claims upon the financial resources of the administrative body than are fair either to the ratepayers or to other public services.

Muddlecombe & Co.

Nevertheless, the most ardent champion of the law and practice of the Constitution cannot witness a representative selection of our council and committee meetings without at least occasionally wondering whether the existing system is really bringing out the best talent that our democracy is capable of producing. Democracy, after all, does not necessarily imply that every "representative assembly" should present a cross-section of the community from cabbages to kings.

Let us speak bluntly. There are too many councillors who are ignorant both of the general principles of our local government system and of the detailed working of the departments under their control. There are too many who think that the whole duty of a councillor is to sign the attendance-book and to appear at public functions in the capacity of a "local worthy." There are too many who are concerned more about promotion to chairmanships than about the welfare of the districts they are supposed to govern. There are too few men of active intelligence on our local authorities—too few, even, who can give a coherent account of the functions and achievements of the committees of which they are members. Our old B.B.C. friends, Mr. Muddlecombe and his council are sufficiently akin to some of our acquaintances of the committee-room to strike some listeners as being slanderous caricatures rather than farcical impossibilities.

Well, what's to be done about it? Gloss it all over with one of those stock speeches about "valuable public service freely and generously rendered by these gentlemen who have the welfare of the district so much at heart"? Sack the lot, and instal in each borough and district a *Gauleiter*, with the brains of a super-man and an outsize rubber truncheon? Since we are British, we shall probably live up to our traditional local government motto, "*Festina lente*," and when we have piled Royal Commission on Select Committee, and Inter-Departmental Committee on Round Table Conference, we may just possibly adopt one or two of the following suggested innovations.

HOW CAN WE GET THEM?

"Does the existing system," Mr. Hasluck asks, "bring to our council chambers the best talent that our democracy is capable of producing?" He concludes that it does not—and suggests the following remedies:

- **Education of the electorate in schools, adult classes, the Press, and by public meetings;**
- **Widening of the local government electorate to all adults;**
- **Greater use by local authorities of their powers to co-opt to committees non-members of the council;**
- **Measures to enable busy workers to sit on councils—including evening meetings, enhancement of the prestige of public service, and steps to reduce the present "pull" of the well-to-do in securing election.**

Have readers other proposals? We shall be glad to give space to the fullest discussion of this important article.

Able and efficient councillors cannot be expected to arise from an ignorant and apathetic electorate. In the working of the municipal franchise, British democracy appears at its worst. Unless the largely factitious element of national party politics is introduced to local government elections, the majority of those on the electoral registers take no interest in the proceedings and fail to record their votes. Of those who are induced to go to the polls, the majority have so little knowledge of the why and wherefore of their local authorities, and of the actual work done by councillors since the last elections, that their votes are cast in the most bizarre fashion. A nincompoop on the border-line of mental deficiency who has presented handsome subscriptions to a few local athletic and social clubs has more chance of being elected than a rival candidate whose qualifications for office are confined to a dozen or so years of assiduous and efficient service on the council. Fellow-membership of a religious sect, a social club, or a sporting association, evokes more votes than experience of or capacity for public business. Some excellent men and women are to be found among those elected, but their success at the polls is rarely due to their qualifications as worthy directors of public policy. How often have the apathy of the majority of the electorate and the skilful whipping-up of voters by a rival and immeasurably inferior candidate robbed a local authority of the services of one of its most efficient members!

The almost total ignorance of the elementary facts about our system of local government, and of the proceedings of the local council which characterises the normal British electorate could be to a large extent eliminated by education. Every school should include in its curriculum the groundwork of a knowledge of local government. Such a subject is of intense practical importance to every citizen, and calls for precedence over higher mathematics, mediæval history and the Latin or German languages. Pedagogic methods are nowadays passing out of the stage when the surest way to scare a child off a subject for the rest of his life was to teach that subject in school, and local government is not so abstruse a matter that the pupils in senior classes cannot readily grasp it. It is well time that we began to "educate our masters" in matters of such daily concern to one and all.

Educating the Adult

For the existing mass of adult electors who have grown up in almost total ignorance of this subject, something may be done through the provision by higher education authorities of classes in evening institutes, in university extension courses, and in connection with such organisations as the Workers' Educational Association.

The councils can contribute to the movement by supplying the local newspapers from time to time with ready-made articles on developments in the public services.

Enterprising councillors can, if circumstances permit, do their little bit by holding periodical public meetings of their constituents to present reports on the current problems of their districts, or even by issuing annual printed reports informing the electors of the main topics of public discussion during the preceding twelvemonth, and of the way in which they recorded their votes in council.

Such genuinely informative meetings and circulars would make a welcome change from the usual spate of meetings and "literature"—God save the mark!—which characterise election-times, with their studiously vague pomposities about "efficiency and economy" and "willingness to devote time to the development of the prosperity of the town." But such efforts can be only subsidiary to and continuative of the more universal cultivation of interest in local affairs by the inclusion of local government in our national educational curriculum.

It is somewhat astonishing that the democratic franchise is still handicapped by a time-lag in our local government law. For some centuries of our history two principles contested for the mastery in our franchise laws: "No taxation without representation"—which often implied its converse, "No representation without taxation"—was opposed by "That which concerns all should be allowed of all." The latter principle, which many would consider to be the essence of

He munches a piece of cake while Mother votes. Father "couldn't be bothered." Will he play a more intelligent part when he grows up?

democracy, has triumphed in the constitutional theory of our central government. The former principle still forms the basis of our local government franchise. If ever there were a time when local administration was of interest only to those who were served with the local rate-demand, such a time has long passed away, whilst the rapidly increasing part played by Exchequer grants in recent decades has knocked the bottom out of the ratepayer's claim to have a monopoly of responsibility for the expenses of local services. If the wife of a ratepayer now finds her name on the local government register, why not his adult sons who also live in his house? The extension of the local franchise to co-ordinate it with the national franchise, while no guarantee of a more intelligent interest in the public services, would certainly emphasise the national importance of these services to the whole body of citizens, whilst the dissociation of a share in local government from the idea of paying rates would do much to mitigate that "ratepayer complex" which has frustrated the beneficent schemes of the more progressive officers and councillors. Of course, this proposal will let loose all the ballyhoo of party politics, but some day the matter is bound to come to the forefront of public discussion.

Value of Co-option

There is yet another way of stimulating interest in the local services which has the advantage of combining with it the prospect of reinforcing the elected bodies by talent of a specialist character. Under the Local Government Act of 1933, wide powers of co-option are conferred upon our councils. All the normal committees except the finance committee may include non-members of the council up to a third of the total membership of the committee. In the case of education committees and allotments committees, a measure of co-option is compulsory, whilst the insistence on the presence of women on certain other committees enforces co-option on councils which have no women members.

It would be interesting to know exactly how many of our councils have made any use at all of their co-optive powers beyond the limits of statutory compulsion; certainly the number must be a very tiny proportion of the whole list of our local authorities. Yet there are many persons who, were they once invited to give their services, would be only too pleased to play a part in the direction of policy and the supervision of administration in those departments the work of which interests them.

A citizen who possesses a keen interest in town planning, in public health, or in the entertainments of a seaside town ought to be allowed to contribute to the work of the appropriate committees without at the same time being forced to undertake responsibilities in connection with other committees in the work of which he has little or no interest. The council which refuses to avail itself of such specialist services is following a foolish policy. Yet very rarely do we find our local authorities taking any steps to seek out hidden administrative talent among the mass of ratepayers, and when the suggestion is made that a non-member of the council should take his place on a council committee there is often a strong current of resentment among the councillors against sharing their powers with an "outsider."

One may not go so far as some of the ancient Greeks in insisting that every citizen should undertake his share of public administration and that there should be a periodical drawing of lots for public offices; nor need we revert to the old English system under which the bulk of the ratepayers were burdened with the responsible administration of highway, public assistance, and police business as a statutory duty applied by a method of rotation of offices. In more modern times, however, Soviet Russia has encouraged a somewhat similar principle by calling upon the ordinary citizens to take seats for limited periods of time on the administrative committees of their local authorities. There is no doubt that the knowledge of local government functions and methods slowly and painfully picked up by the ordinary councillor after his election does sometimes permeate to his immediate friends and acquaintances and the larger the number of those directly associated with the processes of administration, the wider the circle of those capable of taking some intelligent interest in the work of their councils.

Furthermore, at present there is a strong tendency for such ratepayers as know anything at all about their local authorities to regard their elected representatives as a class apart and not a very pleasant class: the councillors are referred to as "a clique" or "a gang," who "wangle everything to suit themselves," and who, in effect, are completely out of touch with the general body of citizens. A greater willingness on the part of members to share their important duties with their fellow citizens would tend to remove this highly unsatisfactory atmosphere of distrust. After all, that vast crowd of council passengers whose one serious aim in entering public life is to get into the limelight would still have a monopoly of the glorious title of councillor.

The Aldermanic System

The question of the advisability of retaining another co-optive element in local government, the aldermanic benches in borough and county council life, is of less importance. The aldermanic system was in its origins a sop to Conservative opinion in Parliament at the times when it was introduced and extended. Borough aldermen were regarded in 1835 as some check on that "unbridled democracy" which the Tories feared would ruin town-government; county aldermen were, in somewhat similar fashion, introduced into the 1888 Act to reassure the county gentry who had monopolised shire administration through the powers of quarter sessions. True blue democracy would abolish the aldermanic system. From the working point of view, however, there are two sides to the question. There are undoubtedly some cases in which unsatisfactory councillors have been salvaged from an electoral defeat by co-option at the hands of a "clique" on the council; there are probably still more cases in which a good councillor, having been removed from office as a result of the stupidity of an electorate that has supported a new candidate on factitious grounds, has been brought back to useful public service by co-option as alderman. With an intelligent electorate, the aldermanic system is unnecessary, but until the electorate can be

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Yes!—if he is taught that voting is one way in which he can help to get the sort of world he wants to live in.

A Minimum Standard in Civil Defence

All the articles we have published on civil defence problems have emphasised one unspoken need—for some minimum national standard of organisation, preparation, and efficiency. This article, by an officer of a voluntary organisation who has seen the machine in action in most of Britain's bombed cities, endeavours to define such a standard, and to suggest how it can be attained. Many of the proposals made are already in operation in one area or another, but few towns are likely to have adopted all; they should, therefore, be of value, and we shall welcome comments upon them.

IT is impossible to separate into neat categories the different services which make up civil defence. They are one and indivisible, for they are all concerned with one thing—the reorganisation of the lives of large numbers of people, after dislocation has followed heavy air raids. Having stressed the unity of the whole subject, however, it will be necessary to take the services one by one to examine what new preparations should still be made to achieve a minimum national standard of efficiency.

Incident Services

It will be simplest to start with what may be called the incident services, for it is here, where the bomb falls, that civil defence starts. The wardens' service is the intelligence service of the whole A.R.P. organisation.

Experience has shown the need for **more incident officers** to go at once to an incident and for them to be able to call out one or two parties of each of the services direct as they may be needed (rescue parties, stretcher parties and cars, and ambulances). They could, then, direct the operations of these parties when they arrived, and, when it seemed necessary, call central control for reinforcements.

Experience has shown, and the recent call-up has emphasised, the need not only for **rescue and stretcher parties to be interchangeable** but also the need for **each of the services to have some knowledge of the others' duties.** Too often there have been found to be too few rescue workers and too many stretcher bearers and wardens in a position to do rescue work but ignorant of how to do it.

The machinery for getting the wounded from the incidents to the operating theatres of the hospitals is slow, yet speed is here of the essence. The mobile first aid units have found little to do, but a **flying squad consisting of doctors and nurses** could do much—inject morphia and sort out those who are dead, those who can go to the first aid posts, and those who should go immediately to the operating theatres. **Co-operation and interchangeability of duties might well be developed also amongst the doctors attached to shelter medical aid posts, first aid posts, and undertaking shelter rounds.**

Shelters

The provision of shelters has gone ahead at great speed during the last months. On the adequacy of the accommodation in shelters and on the confidence of the people in them depends whether the nightly evacuation of towns which have been raided on successive nights grows to the proportions which were reached outside Plymouth, Coventry, and Liverpool in the spring of this year. Much is being done to make small communal and surface shelters attractive by re-inforcing them, by making them drier, by lighting them, and by putting bunks in them. **Those that are newly built should be grouped together to provide space in one for a canteen, in another for a recreation room, in a third for washing and lavatory arrangements.**

The experience of this last year has shown that large numbers of people cannot be prevented from congregating in large basement shelters which seem safe to them and in which they get the companionship they seek. The danger of the spread of disease in these great dormitories can be prevented by having **nurses or first-aiders in all the shelters,** by arranging **visits from doctors and health visitors** to whom the nurses and first-aiders report, and by establishing **shelter isolation wards.**

Regular inspections by the responsible authority and the co-operation of a **shelter committee** can go far to ensure the cleanliness of bunks and bedding and of the walls and floor of the shelters.

Shelter committees can also be made responsible for the canteen, which may then become the focal point of the social activities of the shelterers. Emphasis should be put upon ensuring sound sleep and adequate vitamin content in the diet.

Welfare committees in all the great towns can, moreover, take advantage of the opportunity which the compulsory congregation of large masses of people has presented for **encouraging responsible social activity** and for **education in health and cleanliness, in diet and food preparation, in democratic citizenship and in problems of post war reconstruction.**

Feeding

The primary need after any raid is food—food for civil defence workers, food for the homeless and for the nightly refugees, food in shelters, and food for all those who are without the normal services.

It has been found wisest to have three lines of defence. First, the **British Restaurants,** which should be capable of expansion in an emergency by producing only the simpler post-blitz foods and by having two or even three sittings. **The domestic science schools should be brought within the framework of the British Restaurant system.**

Secondly, the caterers can be brought into a single plan of expansion, but it is important that they should not be tied up with the feeding of any single group of people, such as the homeless. It has been found best, to prevent breakdowns in the towns, that **town rest centres should have their own cooking apparatus.** Outside the towns, food should be taken to the centres from **peripheral kitchens.**

Thirdly, the existing halls and catering departments of voluntary organisations and the

NEW COUNCILS FOR OLD

(Continued from preceding page)

educated into something approaching a reasonably intelligent outlook on local government there is little point in tinkering with the co-optive element.

Yet even granted an intelligent electorate, there are still serious obstacles in the way of securing the services of the best talent for our councils. Local authorities still consist mainly of persons who either have retired from active business or are so fortunately placed that they can leave their daily work to attend to public affairs. Most committee meetings are held during mornings and afternoons, and this arrangement of business precludes the presence of the vast majority of potential councillors. If any suggestion is made for shifting the meeting-hours to the evenings, when there is a greater chance of obtaining the attendance of people who are engaged in normal daily work, one usually hears the objection that such an extension of "council hours" would act harshly on the officers. This problem, however, is a question merely of adjustment of hours: committee-clerks and others whose services are wanted for evening meetings would presumably be thereby left free during such mornings and afternoons as have formerly been devoted to the same attendance at committees. Just as a cinema attendant has the earlier part of the day free to balance his devotion of the evenings to work, so there should be no difficulty in effecting similar adjustments in the case of late workers in council offices.

Another solution of the problem is likely to raise considerably more controversy. The comparative infrequency of council and committee meetings precludes the adoption of "payment of councillors" on the same general terms as "payment of members" in parliamentary practice, but there is less logical reason for rejecting proposals for facilitating the absence of councillors from their normal daily work to enable them to fulfil the calls of public business. If and when service on a local authority comes to be regarded as a serious duty for those who possess the capacity for it, instead of as a means of obtaining cheap halloes for otherwise undistinguished persons, there may not be the same reaction as would occur to-day if a factory-hand or a clerk in a business firm were to ask the boss for two or three free afternoons in the month to enable him to perform his social service. It is rather surprising that the trade unions have not made some move towards incorporating this reform in their programmes for bettering conditions of employment. Perhaps they may some day act on this suggestion.

Of somewhat similar character is a minor drawback which prevents many would-be councillors from entering the lists at local elections—the difficulty of contesting on equal terms with candidates who command greater financial resources. Though election-expenses are to some extent limited by statute, and though free facilities for election-meetings are obtainable in school-buildings, the man with the long purse still has great advantages in "getting himself over" to the electorate, whilst the candidate who has a number of friends sufficiently well-to-do to run private cars will thereby tend to score over the poor pedestrian candidate who has only pedestrian supporters. Some reformers would deal with these problems drastically, by prohibiting all "election literature" and restricting the use of private vehicles at election-times to their owners and to invalids. Judging from the quality of the normal election-address issued by candidates for municipal "honours" the loss of the former would be no great hardship to the free and independent elector.

A final word of warning to the local government officer. An improvement in the calibre of councillors may result in the substitution of King Stork for King Log. Cannot we argue that cabbages on the council benches make for the smooth working of local administration? Well—it makes you think, doesn't it?

shelter feeding depôts can be equipped with hard fuel cooking apparatus and stocks of emergency food. They will then only have to be brought into operation if the first two lines of defence, which have had the advantage of running all the time, find that they cannot take the strain. Experience has shown in some towns that it is important to have **mobile canteens to feed the queues outside the information centres** as well as to feed the civil defence workers, and to have provision in mobile canteens for the **special feeding of children and nursing mothers.**

Homeless.

For those who are homeless, the first line of defence must be the schemes for mutual arrangement such as " Come right in " societies, but it has been found that adequate accommodation is generally necessary for as many as 10 per cent of the population after a series of heavy raids. It is of the first importance that **common plans should be drawn up to cover the provision for the homeless not only in the target area but in the cushion belts outside,** and that neutral areas should have accommodation available not only for their own citizens, but for those who may have to be moved out from target areas to comparative safety.

To prevent homeless people from wandering about the streets and from joining the nightly trek into the country, the **centres in the heart of the town must be well publicised and must be established in solid buildings** which will have the confidence of the people.

As the centres in the towns fill up, it may be necessary to move the homeless people out to the outskirts and even further out into the country districts. Here it will be possible to use more flimsy buildings — large halls, Y.M.C.A. huts, and so on, but it will be equally necessary to have these places made comfortable and homely for the people who will be taken in. It is important that **each centre on the outskirts of the town should be attached to a certain centre or centres in the heart of the town,** so that homeless people can be moved simply from one to the other.

A great deal depends upon the preparedness of the centres. This involves some **permanent staff standing by at least at the first-line centres,** with a rota of voluntary part-time workers to assist directly after a raid. Rotas of workers should be fairly large so that they are not all tired out after the first two or three days.

Preparedness also involves the provision at centres of supplies of water for drinking and washing, of food, of cooking equipment, of bedding and of notices, so that any centre can run as a self-sufficient unit from the moment that it is opened without relying on either the services or transport remaining intact.

Thirdly, much depends upon planned and flexible control of the arrangements for dealing with homeless. The cardinal need is that there should be in every area a **rest centre officer whose sole duties are connected with rest centres,** and that he should work out **full and comprehensive plans in co-operation with the other authorities responsible for feeding, evacuation, billeting, premises, and so on, and his own opposite number in neighbouring areas.** These plans have usually to cover the dispersal of stores, the establishment of kitchens on the outskirts of the town, the building up of a reserve of transport, and the careful registering and sorting of all homeless people who come into the centres.

Nightly Evacuation.

Provided that all the homeless are caught, as it were, in the rest centre machine from the beginning, it will be much easier to deal with the problems of nightly evacuation. If there are homeless people among the nightly trekkers, then it has been found that it is wise to sort them out and put them into special rest centres for the homeless. A number of areas have worked out schemes to catch these nightly trekkers in an **outer ring of shelter-centres at which bunks and simple feeding arrangements are provided** in the same way as they are provided in the shelters inside the target area.

Even though it is not possible to advertise beforehand a controlled movement of shelterers or even of persons who are homeless out from the target area into safer areas, it has nevertheless been found that it is well to prepare for such a movement. Accommodation can be requisitioned and hutments built outside the target area ; plans can be worked out for co-operation between the police and the rest centre authorities so that the numbers of refugees on the roads and the capacity of the various rest centres can be equated ; teams of workers can be held in reserve at rest centre control to move with vans of supplies to open up new centres as they are needed ; forms for registering the numbers of people sheltering in this way can be prepared, so that essential workers can be sorted out and given special transport facilities ; daily returns of the equipment and food needed can be ready to be filled in so that the requirements for successive nights can be estimated ; mobile canteens can be held ready to take food from institutions to centres where there is no cooking apparatus, and mobile fumigators can be kept for cleaning bedding and clothing. A **mobile C.A.B.** may prove of great value in keeping contact with scattered centres and in supplying information from the target town.

Billeting and Rehousing

Though temporary accommodation can be provided in rest centres, whether within the town or without, billeting, rehousing, and evacuation must supply the more permanent needs of those who are made homeless. A great deal depends upon rapid first-aid repairs to houses, and it might well prove a useful experiment, **where the householder could do his own repairs, for the borough engineer to issue materials to him.**

The speed and efficiency of billeting has been found to depend to a great extent upon the number of the billeting staff. A number of **trained teachers, librarians' assistants, social workers, and others should be available for emergency work as billeting officers** and should be attached to rest centres.

Those authorities which have put into force the **compulsory registration for billeting before the raid** rather than after have found that their task was eased. As in everything else, co-operation between the different services and between different areas is essential to the success of billeting arrangements. Where there has been large-scale billeting it is important that there should be some **inspection and after-care of the billetees.** In all cases, permanent rehousing has been found far more satisfactory than temporary billeting.

Evacuation

Many of the problems of civil defence can be avoided from the beginning by an energetic drive for evacuation. **Liaison between the evacuation and reception ends, after-care at the reception end, the meeting of trains, community centres, day nurseries, communal feeding** and so on all play their part in encouraging evacuation and in keeping evacuees out in the country. At the evacuation end a trial might be given to the proposal of establishing **evacuation bureaux** as part of the general information centres. At these bureaux it would be possible for mothers who wished to evacuate, with or without their children, to see the representatives of the schemes both of the Government departments and of the voluntary organisations, so that, instead of being passed around the borough, they would be passed down the counter. These bureaux could become clearing houses, receiving on the one hand applications for evacuation and on the other offers of billets, houses, and so on. As a result, families could be selected for the different homes, and special liaison could be established between certain country districts and certain town districts.

All that has been said only goes to emphasise the need for information as the life-line of the civil defence services. Many excellent recommendations have been made for improving the information services. They are all a part of the one main task of building up complete preparedness for any eventuality. **Preparedness means planning before the event, training before the event, rehearsals before the event, daily reviews before the event, and education before the event.** Planning will involve the co-operation of the different services, the different areas and the different voluntary organisations involved after any raid. Training will involve lectures on social services and C.A.B. work to rest centre and information centre workers, uniform instructions to all civil defence workers, and the building up of teams which will work together under one leader in an emergency. Rehearsals must be not only paper exercises, but life-like rehearsals. **Regular day-to-day reviews** should cover every aspect of civil defence work.

Co-operation

For much of the planning considered above, the co-operation not only of different services, but of different areas within the districts and within the Regions, is needed. Co-operation between central and local government is here a vital factor.

It is simplest to start at the base. Here, in each county borough, borough, urban district and rural district, the local emergency committee sits and hears evidence and makes decisions with the different departments. Each emergency committee will need to co-operate with neighbouring emergency committees. The billeting officer of the target town will need to co-operate with the billeting officers in the country districts outside. In this way, all these billeting officers will need to meet together to form a committee and to make plans for their area. The same will be the case with the relieving officers, the food officers, and so on. If this were done, it would then be possible for the billeting officers, the food officers, and the relieving officers each to elect their own chairman and for each chairman to meet together with the regional officer from the central government concerned with their problems. Plans could then be made and put before a **district planning committee** composed of the chairmen of all the local officers' committees, the emergency committee of the target town and the representatives of the central government in the region. There would be two such planning committees, one for first line civil defence (the material side), the other for second line civil defence (the welfare services). At these meetings, a deputy regional commissioner concerned in each district with the particular subject would sit in the chair. In this way, it would be possible for instructions from the central government to be discussed, for plans to be made accordingly, and for the natural economic and geographical, and in war-time civil defence, areas round any target town to be planned for as a single unit.

But this involves **co-operation at the regional level** as well. Deputy commissioners for the welfare or for the material services would meet with the regional commissioner, and hear through him of the central government's plans, as well as with the regional representatives of the central government departments. These representatives themselves would meet with the chairmen of the local officers' committees. By this means it would be possible to avoid the present situation in which circulars are issued by five or six separate departments to as many as 1,200 different local authorities, who are each left to make their own plans without consultation with their neighbours. In fact, to cut out the issue of separate circulars by different ministries on kindred subjects, **co-ordination at the central level** is needed by an inter-departmental committee presided over by the Home Defence Minister.

NALGO Committee on Local Government Reconstruction

The NALGO Committee on Local Government Reconstruction, the formation of which was announced last month, held its first meeting in London on October 31. An ambitious programme of work was submitted to the committee.

THERE are fourteen members of the committee all, in the words of the sub-committee of the N.E.C., which selected them, "serving or retired local government officers of outstanding authority within the service, and capable of taking a wide view of its needs as a whole." They are:

E. R. DAVIES,
deputy clerk, Berkshire county council. Entered local government service in 1924,

J. D. Imrie.

F. H. Harrod.

when he was articled to Mr. H. L. Lang-Couth, town clerk of Swansea. In 1929 was appointed assistant solicitor at Manchester, where he remained until he took up his present appointment in 1935. Mr. Davies is a Fellow of the Institute of Public Administration and while in Manchester was a lecturer in public health law at the College of Technology.

He is a keen member of NALGO and has been chairman of the Berkshire county branch since 1937, and a member of the National Executive Council since 1939. He was also chairman of the Southern District Committee from 1939 until this year.

A. R. FEARNLEY,
an expert on municipal transport, having served as general manager of the transport department at Birkenhead and, for many years subsequently, as general manager of the transport department at Sheffield and secretary

A. B. Wells.

G. Llewelyn.

of the Sheffield corporation, L.M.S., and L.N.E. Railway Joint Omnibus Committee. He is a past president of the Municipal Passenger Transport Association and served as its hon. treasurer for 15 years.

Since his retirement from municipal service some years ago, Mr. Fearnley has visited the United States, and was afterwards appointed by the Government to visit and report on road passenger transport services in Kingston, St. Andrews, Jamaica.

F. H. HARROD, M.C., B.A.,
director of education at Coventry, was a schoolmaster for 17 years before becoming organising inspector of industrial training at Leeds. After a short period as assistant director at Sheffield, was appointed to his present post in 1923. He is a member of the executive committee of the Association of Education Committees. From 1915 to 1919, Mr. Harrod served in France with the 2nd Hampshire Regt., for part of the time as staff captain under Brig.-Gen. B. C. Freyberg, V.C., and later as staff captain for civil duties with the army of occupation. He was awarded the Military Cross and the Croix de Guerre, and was twice mentioned in despatches.

Mr. Harrod is president of the Coventry branch of NALGO, chairman of the staff side of the local joint committee, chairman of the West Midland district provincial Whitley council, and vice-chairman of the National Executive Council, of which he has been a member since 1935.

J. D. IMRIE, M.A., B.Com.,
city chamberlain, Edinburgh, since 1926, is a national authority on local government finance. After a brilliant career at Edinburgh University, he obtained all-round experience in various types of local authority in Scotland before going to Edinburgh.

During the last war he was on loan to the

A. Denton Ogden.

A. R. Fearnley.

Ministry of Pensions, administering the finance of hospitals in South-East Scotland and acting as treasurer of the Edinburgh war pensions committee and Treasury assessor for pensions claims. His many appointments since then have included those of local taxation officer, secretary of the joint industrial council for non-trading local authority services in Scotland, financial assessor to the national joint council dealing with teachers' salaries in Scotland, and external examiner for the University of Edinburgh in accountancy and organisation of industry and commerce. He is a Fellow and Honoursman of the Society of Incorporated Accountants and Auditors, past president of the Institute of Municipal Treasurers and Accountants," and a member of the Edinburgh council of the Institute of Public Administration.

Mr. Imrie has sat on a number of Government and other committees, given evidence to many more, and is frequently consulted by Government departments and local authorities on financial matters.

G. LLEWELYN,
chief clerk in the accountant's department of Monmouthshire county council—where he has spent the whole of his official life—and one of the South Wales representatives on the National Executive Council.

SIR PARKER MORRIS, LL.B.,
town clerk of Westminster, entered municipal service in 1908, when he was articled to the town clerk of Salford. He qualified as a solicitor in June, 1914, and served in H.M. Forces from August, 1914, until November, 1918, ending as a major in command of a machine-gun company.

Sir Parker became town clerk of Westminster in 1929, after five years as deputy town clerk at Salford and six years as town

J. H. Warren.

Sam Lord.

clerk of Chesterfield. He is also clerk to the Metropolitan Boroughs' standing joint committee, and a member of the Central Valuation Committee; and has served on the Departmental Committee on London Cleansing, and on the Royal Commission on Location of Industry.

Since the beginning of the war Sir Parker has been A.R.P. controller for the City of Westminster. He was awarded a knighthood in the last Birthday Honours.

C. J. NEWMAN,
town clerk and clerk of the peace at Exeter since 1930, is vice-chairman of the housing committee of the Association of Municipal Corporations and a member of the Ministry of Health central housing advisory committee. He has been hon. treasurer of the Society of Town Clerks since 1936.

Mr. Newman has been a member of the

Dr. A. Wotherspoon.

E. J. Stead.

National Executive Council since 1935, and has taken special interest in the work of the education committee, of which he is vice-chairman, and of the public relations committee. He is a past chairman of the Exeter branch executive and chairman of the south-western district committee.

A. DENTON OGDEN, M.B.E., F.R.SAN.I.,
chief sanitary inspector to Chelmsford rural district council, the biggest rural authority in

Essex. Mr. Ogden has been a member of the National Council of the Sanitary Inspectors' Association since 1928 and was its chairman in 1934-5; is the youngest member of the Council of the Royal Sanitary Institute; and is an examiner to the institute and to the Sanitary Inspectors Examination Joint Board. Began his official life at Keighley. After the last war, during which he served for four years in Egypt and Palestine with the Seaforth Highlanders, and played a leading part in converting the Aboukir peninsula into one of the principal British aerodromes, he worked for four years as investigator to the Industrial Fatigue Research Board of the Medical Research Council, carrying out important researches in the cotton and other industries. Returned to municipal service in 1924 at Chelmsford. Awarded the M.B.E. in the last Birthday Honours for his service to public health. Mr. Denton Ogden has been a member of the National Executive Council since 1930.

SAM LORD, F.I.M.T.A., F.S.A.A.,

lately borough treasurer of Acton, and one of the best known financial officers in the country. Helped to found the Association of Local Government Financial Officers (of which he was first president) and the Institute of Public Administration; one-time president and for many years chairman of the general purposes committee of the Institute of Municipal Treasurers and Accountants; served for several years on the General Council of the International Union of Local Authorities; and acted as a financial adviser to the Association of Municipal Corporations, sitting on many of its committees and representing it in negotiations with Government departments and other bodies, on such questions as rating, unemployment, Exchequer grants, housing and slum clearance finance, and railway assessments. He was chairman of the joint committee of local authorities which settled with the Ministry of Health the provisions of the 1937 Superannuation Bill, a member of the first consultative council on general health questions, of the departmental committee on assistance to necessitous areas, and of many advisory committees.

A member of the National Executive Council since 1911, Mr. Lord has held practically every position of importance in the association, from the presidency downwards.

E. L. RILEY, D.P.A.,

superintendent of lettings, housing department, Liverpool. Mr. Riley entered the service of Liverpool corporation as a junior in 1913 and was appointed to his present post in 1936, to deal with an estate of more than 40,000 houses and flats. He has visited and inquired into housing administration at Birmingham, Glasgow, Leeds, Manchester, and Sheffield, and holds the Diploma in Public Administration of the University of Liverpool—being a founder member of the D.P.A. course there—and was a pioneer in the establishment of N A L G O area education committees.

A keen and lively member of the National Executive Council, Mr. Riley is vice-chairman of the service conditions committee. He is a member of the staff side of the National Whitley Council and of the Lancashire and Cheshire Provincial Council, and was recently appointed chairman of the North Western and North Wales district committee.

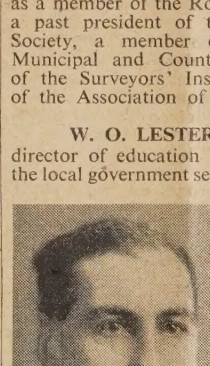
LT.-COL. E. J. STEAD, M.C.,

president of N A L G O since 1939, county surveyor of Somerset, and an authority of international standing on the construction and maintenance of highways. Began local government service as assistant engineer on the staff of the Lancashire county council, going to Somerset in 1908 after five years as a public works engineer in Natal, South Africa. During the last war he served in France and Belgium from 1915 to 1918 with the Royal Engineers, leaving the army with the rank of lieutenant-colonel.

Col. Stead has studied highway engineering in many parts of the world, including Canada and the United States, where he attended the International Roads Congress, and Germany, where he inspected the new "Autobahnen" as a member of the Roads Delegation. He is a past president of the County Surveyor's Society, a member of the Institution of Municipal and County Engineers, a Fellow of the Surveyors' Institution, and president of the Association of Somerset Surveyors.

W. O. LESTER SMITH, M.A.,

director of education at Manchester, entered the local government service in 1913 as assistant director of education for Warwickshire. At the end of the last war was appointed chief organiser of elementary education in Lancashire county, became director of education for Essex in 1924, and went to his present post in Manchester in 1931. He is an ex-president of the Association of Directors and Secretaries for Education.



W. O. Lester Smith.

Mr. Lester Smith has been a member of N A L G O since he entered the local government service, and is an ex-president of the Manchester Guild.

J. H. WARREN, M.A., D.P.A.,

town clerk of Slough. Mr. Warren entered municipal service in 1911 as a junior clerk in the town clerk's office, Birkenhead, becoming assistant solicitor there before becoming town clerk of Newton-le-Willows U.D.C. in 1935, and of Slough in 1939.

He was the first N A L G O member to obtain, in 1927, the Diploma in Public Administration of London University, and in 1936 took his M.A. degree at Liverpool University.

For several years Mr. Warren was a lecturer to the Workers' Education Association on local and central government, and for seven years subsequently was an external lecturer and tutor for the Liverpool University Education Board in Public Administration and English Law.

Mr. Warren has played a leading part in N A L G O affairs, having served as deputy chairman for nine years, chairman, and then president of the Birkenhead branch; president of the Newton branch; and vice-president of the Windsor and district branch. He is now first president of a recently formed separate branch for Slough. He was elected to the N.E.C. in 1935, and is acting chairman of the public relations committee. He was chairman of the sub-committee which considered the establishment of the reconstruction committee.

Mr. Warren has written widely on local government affairs, and is a frequent contributor to LOCAL GOVERNMENT SERVICE. In 1923 he published a book on municipal trading.

ALLAN WOTHERSPOON, M.B., Ch.B., D.P.H.,

medical officer of health and chief school medical officer for Stoke-on-Trent. Dr. Wotherspoon began his municipal service at Newcastle-upon-Tyne, where he was assistant tuberculosis officer, and went from there to Stoke as tuberculosis officer and assistant M.O.H. He has played a prominent part in N A L G O affairs, having sat on the National Executive Council from 1930 to 1936, occupying the presidency during 1935-6.

GIVE A FILM SHOW THIS WINTER!

BEFORE the war, many N A L G O branches entertained their members and often members of the public with shows of the many admirable documentary films which were gradually becoming available. When war came, Headquarters was compelled to drop the scheme under which these films were obtained free or at reduced rates. Now, however, thanks to the enterprise of the Film Division of the Ministry of Information, it is possible for these private shows to be resumed, with greater ease in organisation and a far wider range of films to choose from.

Since the early days of the war, the Ministry has been turning out a constant flow of first-class documentary films, covering many aspects of the war effort and of Britain's life and social services. A few of the best of these, such as "London Can Take It" and "Target For To-night" have been seen in the commercial cinema; the majority, however, have been restricted, apart from news-reel and specialist cinemas, to what is known as non-theatrical distribution and are thus never seen by the ordinary cinema-goer.

To show them, the Ministry has equipped a team of 70 mobile units able to travel about the country and give shows anywhere—in schools, halls, barns, factories, and the like. In addition, projectors have been supplied to 40 public libraries, while the Central Film Library is prepared to loan the films free to individuals who can obtain 16 mm. sound projectors and organise their own showings.

It is impossible here to list the films available, but there is a wide selection dealing with civil defence and social services which should be of special interest to N A L G O audiences, while the list is constantly being extended by new productions.

How to Show Films

There are three ways in which film shows can be arranged—

Mobile Units.—All that is necessary to obtain a mobile unit is to provide a hall which can be blacked out, and to find an audience (which should consist of at least 150). If you can do this, write to the Film Officer at the appropriate *regional* office of the Ministry of Information, saying when you want the show and what type of programme you would like, i.e. general (in which a mixed programme is selected from the various types of films available) or specialised (dealing exclusively with such topics as food and cooking, farming, work in war industries, or health). It is not possible under this scheme to book particular films, though Regional Films Officers will no doubt do their best to meet special requests. Units are heavily booked in advance and you should, therefore, give the Film Officer as much notice as possible and alternative dates.

Libraries and Museums.—Ministry projectors are available in about forty public libraries, museums, and art galleries. Branches wishing to arrange shows at those places during the week in which they have no set programme from the Central Film Library should get into touch with the librarian or curator.

Private Shows.—Members possessing a 16 or 35 mm. *sound* projector, or able to borrow one, may borrow films direct from the Central Film Library, Imperial Institute, London, S.W.7. No charge is made for the films, but return carriage must be paid, and borrowers must undertake to show the films to a reasonably large audience.

Other Sources of Films.—In addition to these Ministry films, a wide range of 16 mm. films of outstanding interest is available from the National Film Library, 4, Great Russell Street, London, W.C.1, and through the Scientific Films Committee of the Association of Scientific Workers, 30, Bedford Row, London, W.C.1.

NALGO ROLL OF HONOUR

Military

KILLED

Braund, Sgt.-Pilot E. J., R.A.F., borough treasurer's dept., Ilford, and a well-known player in the Ilford F.C. Killed in air-crash.

Chappell, Sgt.-Pilot D., R.A.F., architectural assistant, Portsmouth. Shot down over Germany and died of wounds.

Ferdinand, Pilot-Officer R. F., R.A.F., borough treasurer's dept., St. Marylebone.

Hunt, Cadet H., Fleet Air Arm, health dept., Lindsey C.C.

Lager, Sgt.-Pilot E. H., R.A.F., engineer's dept., Guildford.

Lush, Sgt. R. B., Middlesex Yeomanry, education dept., Croydon. Killed in action, Middle East.

McCrae, Sgt. J. A., R.A.F., treasurer's dept., Chichester R.D.C. Killed in railway accident.

Manning, Lt. O. D. G., R.N.V.R., architectural assistant, Portsmouth.

Overbury, Trooper, J., Warwickshire Yeomanry, county treasurer's dept., Warwickshire.

Sanderson, Pte. G. M., R.A.O.C., electricity station, Hampstead. Died after accident.

Vowles, Sgt.-Pilot P. T., R.A.F., highways dept., Gloucestershire. Killed in flying accident.

White, Sgt.-Pilot E. M., R.A.F., city engineer's dept., Plymouth.

Young, J., R.A.F., treasurer's dept., Hull. Killed in flying accident.

MISSING

Bentley, Pilot-Officer H. R., R.A.F., health dept., Heswall.

Boswell, A/C. F., R.A.F.V.R., taxation dept., Norfolk C.C.

Chapman, L/A.C. C. F., R.A.F., 27, education dept., West Ham. Missing, believed killed, on instructional flight.

Cross, Sgt.-Obs. P. J. L., R.A.F., 24, clerk's dept., Warwickshire C.C. Missing from operational training flight.

Glaves, Sgt.-Pilot L., R.A.F., health dept., Pontypridd.

Howell, Pilot-Officer J. C., R.A.F.V.R., town clerk's dept., Southport. Missing from air operations over Germany.

Salisbury, Sgt.-Obs. G., R.A.F., treasurer's dept., Fareham. Missing, believed killed.

Stratton, Sgt. M. A., R.A.F., 26, treasurer's dept., Heston and Isleworth.

PRISONERS OF WAR

***Angel, Pte. A. C.**, R.A.S.C., 23, library assistant, Bethnal Green.

Baxter, Pte. W. H., R.A.S.C., 22, engineer's dept., West Ham.

Crome, Driver G. V., R.C.S., 26, engineer's dept., West Ham.

Drake, Sgt. R., R.A.F.V.R., taxation dept., Norfolk C.C.

Godbold, Gnr. H. L., R.A., 24, electricity dept., East Ham.

Kelly, Sgt.-Obs. M., R.A.F., public health dept., St. Marylebone.

***March, Major T. C.**, 34, surveyor's dept., Bucks. C.C.

Marfell, Sgt. G., R.E., surveyor's dept., Weymouth.

Oldfield, Pilot-Officer W. R., R.A.F., public library staff, Wallsend. Captured after raid over Mannheim.

Patrick, Sapper W., R.E., baths dept., Glasgow.

***Thompson, 2nd Lt. S. H. A.**, transport dept., Leicester.

Waldie, Sgt. J. G., R.A.M.C., 24, assistant surveyor, Darlington R.D.C.

**Previously reported missing.*

Civilians

KILLED

Bussell, R. F., rescue party leader, Weymouth. Died from injuries received by enemy action.

Randall, J. W., 17, clerk's dept., Warwickshire C.C. and member of messenger service at county control centre. Killed in accident.

AWARDS TO MEMBERS

George Cross for stripping mines

THE George Cross has been awarded to **Lt. John B. P. Miller**, M.A., R.N.V.R., formerly deputy director of education for Northamptonshire, for a deed of great gallantry. While stationed on the south-east coast, Lt. Miller volunteered, with Able-Seaman S. D. Tuckwell, to strip some mines, and the two men took a canoe from an amusement park and completed the job safely. Portraits of both men, by William Dring, are in the present exhibition of war artists at the National Gallery.

Other recent awards to NALGO members include:

Military

DISTINGUISHED FLYING CROSS

Johnson, Pilot Officer, J. E., R.A.F., surveyor's department, Chigwell U.D.C. Mr. Johnson is a fighter pilot.

Civilian

GEORGE MEDAL

Wilson, L. S. D., principal technical assistant, borough engineer's department, Wandsworth. For brave conduct in hazardous circumstances in civil defence. Mr. Wilson's work has called for high courage and coolness in operations entailing considerable personal danger and his devotion to duty has been outstanding.

O.B.E. (CIVIL DIVISION)

Knape, J. F., deputy A.R.P. controller, Plymouth.

SPECIAL COMMENDATION

Boul, Dr. W. T. G., medical officer of health, Thurrock U.D.C., and president of Thurrock branch—in recognition of his courageous conduct, resource, and initiative in giving medical assistance over a long period in difficult and dangerous circumstances on the night of January 29.

CORRECTION

We regret that two errors occurred in last month's Roll of Honour. The posthumous award to **Commander C. F. Hallaran**, R.N. (Retd.), *formerly baths superintendent at Hampstead, was of the Albert Medal, not the George Medal as reported. We also reported the award of the George Medal to Capt. P. T. Hague, of Nottingham. Mr. Hague is a corporal, not a captain, in the Home Guard, and since he is a charge hand at the gas works, is not a member of NALGO.*

You Can Still Study in the Forces

MANY NALGO members engaged on national service of one kind or another are eager to maintain their peace-time studies. Most have slack or off-duty periods in which they could do some study, but they cannot guarantee to maintain their studies continuously, nor to work for any fixed examination date.

NALGO is able to help men and women in this position. If they will write to the education secretary, NALGO, Croyde, Braunton, Devon, telling him their present circumstances, the nature of their peace-time work, and the type of qualification they are seeking, he will be happy to give each one individual advice on the most suitable examination to work for and the best way to set about it.

DIPLOMA IN PUBLIC ADMINISTRATION

The examination for the London Univ. D.P.A. can now be taken by candidates who (1) have passed or obtained exemption from London Matriculation; or (2) have obtained a School Certificate or some recognised equivalent qualification and have for two years held an approved appointment in a Public Office. Attendance at University classes is not necessary; candidates can prepare for the exam. at home in their leisure hours. The Diploma is increasing in importance as a qualification for those engaged in local government service.

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Wolsey Hall prepares candidates for D.P.A. Examinations by means of up-to-date postal courses drawn up and individually conducted by highly-qualified graduate tutors. A Guarantee is given that in the event of failure, tuition will be continued free of charge. At the 1941 Examination (Extension Scheme) 5 Wolsey Hall candidates were successful, forming MORE THAN HALF THE PASS LIST.

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NALGO Conference Next Year—But No Election

SUBJECT to the approval of the National Executive Council, there will be a full NALGO conference next year.

This was one of a number of important decisions reached by the emergency executive when it met in London on October 18.

The executive rejected proposals for a modified form of conference with a restricted number of delegates. It was decided, however, to recommend to the full Council, when it meets on December 6, that :

(*a*) The conference be held in accordance with the rules in London on Whit Monday and Tuesday, May 25 and 26, and confined to three sessions—Monday morning and afternoon and Tuesday morning, the Tuesday afternoon being devoted to the annual meetings of the ancillaries ; and

(*b*) That application be made to the Chief Registrar to allow the present N.E.C. to continue in office without an election.

Other questions dealt with at the meeting included :

The "Bolton" Judgment.—Much dissatisfaction was expressed at the delay of the Ministry of Labour in dealing with the implications of the judgment of the Court of Appeal in the Bolton case, and it was agreed that a further deputation should visit the Ministry to stress the importance of an early decision. It is understood that the judgment is being considered by the law officers of the Crown, and that the Minister is awaiting their report before taking further action. Since the meeting of the emergency executive, the deputation has interviewed an official of the Ministry of Labour and pointed out the gravity of the situation, not only as it affects Bolton, but for the whole of the local government service. Strenuous pressure is being brought to bear upon the Ministry to clarify the position with a view to the introduction of amending legislation.

Essential Work Order.—An interview with officials of the Ministry of Labour on the Essential Work (General Provisions) Order, 1941, was reported, and the executive agreed that a protest should be made to the Ministry against the scheduling under the Order of any local government department in which the appropriate Whitley Council conditions of service were not operating.

Nurses' Salaries.—Interviews between representatives of the Local Authorities' Nursing Services Joint Committee and officials of the Ministry of Health were reported, regarding the decision of the Minister—reported in the October number of LOCAL GOVERNMENT SERVICE—to set up a special committee to deal with the salaries of all nurses. It was pointed out that the Nursing Services Joint Committee was well equipped to tackle the problem, and could deal with nurses in voluntary hospitals as well as in public hospitals by an expansion of its machinery. The Minister was urged, therefore, to use the present expert committee rather than to appoint another committee, with the danger of overlapping between the two. The Minister, however, had rejected this suggestion, insisting that his special committee must be established to proceed with the compilation of scales of salaries for nurses at the earliest possible date.

In these circumstances, the committee agreed to accept the Minister's invitation to take three seats on the employees' panel of the new committee, and appointed Messrs. H. Allen, A. G. Bolton, and C. A. W. Roberts as its representatives. Lord Rushcliffe, a former Minister of Labour and chairman of the Unemployment Assistance Board, has been appointed chairman of the new committee, the seats on which have been allocated as follows :

Employers' Panel.	Seats
British Hospitals Association (in association with King Edward's Hospital Fund for London and the Nuffield Trust)	6
County Councils' Association	4
Association of Municipal Corporations	4
London County Council	3
Urban District Councils' Association	1
Rural District Councils' Association	1
Queen's Institute of District Nursing	1
Employees' Panel.	
Royal College of Nursing	9
Trades Union Congress	5
NALGO	3
Royal British Nurses Association	1
British College of Nurses	1
Association of Hospital Matrons	1

A similar committee is to be set up in Scotland.

Whitleyism.—It was reported that at the last meeting of the emergency committee of the national Whitley council, the employers' side had criticised the action of NALGO in engaging in conversations with the Minister of Health and associations of local authorities with the object of strengthening Whitley machinery. The committee decided to forward to the national Whitley council emergency committee details of the negotiations so far as they have gone, and to point out that they had been conducted solely with a view to the preservation and utilisation of the existing machinery, and all that has been accomplished by it. Further, the opinion was expressed that representatives of the national Whitley council should be called in to take part in the further negotiations, and it was agreed to make representations to the Minister of Health and the associations of local authorities accordingly.

Women's Sub-committees.—Several district committees have not yet set up women's sub-committees to deal with the special problems of women, especially in the nursing services. One district stated that it had not established a committee on the ground of expense. The emergency executive expressed the view that if district committees were unable to meet expenditure resulting from recommendations of the N.E.C., they should appeal to the council for assistance ; it was not a sufficient answer for a district committee to say that it could not carry out the national policy because of expense.

Cost-of-living Bonus.—In response to requests from several branches for action to obtain a higher bonus award covering all salaries, the emergency executive decided to open early negotiations through the national Whitley council and to inform branches of the association's general policy.

Nuffield Hospitals Trust.—It was decided to set up a committee to examine the implications of the policy being carried out by the Nuffield Provincial Hospitals Trust.

Family Allowances.—One or two branches have raised the question of family allowances, and a booklet issued by the National Industrial Alliance giving the case for and against family allowances was submitted to the emergency executive. It was agreed to refer the question to district committees, and to embody their observations in a report for a future meeting.

Personal Injury Allowances.—Disappointment was expressed that, despite all the representations NALGO had made, the Minister of Health had refused to give special consideration under the Personal Injuries (Civilians) scheme to local government officers, many of whom were compelled to carry out dangerous civil defence duties as a condition of their employment. The differentiation in rates of compensation between men and women was also criticised, and it was agreed to inform the Minister of Pensions that the association was strongly of opinion that provision should be made for equal compensation for men and women under the scheme.

Mutual Aid Scheme.—The East Ham branch had suggested that the N.E.C. should consider administering on a national basis a scheme to look after the dependants of colleagues killed or injured by enemy action. The emergency executive decided, however, that it would be in the best interests of the persons concerned for branches to deal with this question themselves.

Affiliation with the T.U.C.—A report was submitted indicating the views expressed by district committees and branches on the N.E.C. resolution on affiliation with the T.U.C. This showed that three district committees—**Yorkshire, North Western and North Wales,** and **Scottish**—and seven branches—**St. Helens, Doncaster, Pudsey, Wakefield, Atherstone, Prestatyn,** and **Salford**—had endorsed the N.E.C. policy, while two branches, **Portsmouth** and **Stalybridge,** had voted for affiliation. The **Metropolitan** district committee felt that the question should be deferred until circumstances warranted its consideration.

In addition, several district committees and branches had submitted special resolutions. Space forbids quotation of these in full, but their effect was as follows :

Eastern and **South-Eastern** district committees and **Kent County, Luton, Grimsby** and **Halifax** branches—protested at the action of the N.E.C. in reaching a decision without previously consulting branches and district Committees ;

East Midland district committee—called for a national ballot on affiliation as soon as possible after the war ;

Greenock, Worksop and **Lindsey County** branches—called for circulation to members of the N.E.C. statement on the question.

Town and Country Planning Association.—It was agreed to affiliate with this body, and to appoint Mr. J. L. Holland as NALGO's representative to its council.

Obituary.—The executive heard with deep regret of the deaths of Mr. J. H. Clark, one of the N.E.C. members for the Yorkshire district, and of Mr. E. R. Pickmere, first president of NALGO, and stood for a moment in silence as a tribute of respect.

New Members.—It was reported that the North Western and North Wales district had elected Mr. A. B. Mills to the N.E.C. in place of Mr. T. Freeman, and that the Metropolitan district had elected Mr. W. Strother in place of Mr. J. T. Baker.

Mr. A. A. Garrard presided over the meeting and others present included Miss E. Dawson and Messrs F. H. Harrod, H. Allen, J. T. Baker, W. A. N. Baker, A. G. Bolton, R. W. Coppock, A. B. Day, D. L. Griffiths, P. H. Harrold, J. L. Holland, G. Llewelyn, S. Lord, T. Nolan, A. Denton Ogden, D. J. Parry, A. Pinches, E. L. Riley, C. A. W. Roberts, E. J. Stead, L. H. Taylor, J. H. Warren, and E. A. S. Young.

NALGO DIARIES for 1942

DESPITE war-time difficulties—not least of which has been the destruction of the manufacturers' premises—the NALGO diary will be published as usual this year. Owing to destruction of stocks of material the ladies' style with back loop and pencil will not be available, nor will any of the diaries have elastic fasteners, but otherwise the quality will be unchanged—as, it is hoped, will the prices :

Ordinary style—1s. 3d. (plus 4d. purchase tax).
Season ticket style—1s. 6d. (plus 4d. tax).

Diaries should be ready for delivery by December 1, and orders must be sent to Headquarters by November 15. Supplies will be limited, so all members wanting diaries are advised to inform their branch secretaries at once.

RECRUITING "TEMPORARIES"
What N.A.L.G.O. Offers Them

MAY I be allowed, as a fellow branch secretary, to reply to Mr. Langford's rather surprising letter on the recruitment of temporary staff?

The degree of protection which may be afforded to "temporaries" varies but little from that available to permanent officers.

In my own authority, the salaries originally offered to "temporaries" were in many instances considerably below the appropriate Whitley council scales. As a result of representations made by N.A.L.G.O, however, this position has now been substantially remedied. The cost-of-living bonus, as recommended by the Whitley council, is also applied to temporary and permanent officers alike.

Certain branches in the North-West are opposed to the admission of temporary staff, under the mistaken impression that the association will thereby be obliged to fight for their retention in the service at the end of the war. I venture to assert that there is not a single "temporary" in the country who expects N.A.L.G.O to assist him to retain his position at the expense of our permanent members now serving in the Forces. Some will most certainly be retained, but it is difficult to see how their membership will have the slightest bearing upon the question, which will obviously depend upon the needs of the various local authorities "when the boys come home."

As for our ancillaries, the only restriction imposed upon temporary members is in respect of the Approved Society, and even here applications are dealt with on their merits, and younger entrants in particular, who may quite reasonably be expected to continue in local government, are accepted. Mr. Langford's use of the abbreviation "etc" would accordingly appear to be unnecessary. It may also help us to avoid placing undue emphasis upon this question of ineligibility for the Approved Society if we remember that approximately 75 per cent of our permanent members do not belong to this particular ancillary.

In addition, the average entrant into the service desires to feel that he belongs to the general body of officers, and is free to take part, if he wishes, in the various social, sports and other activities of the branch.

Mr. Langford's final point, however important, bears no relation to the general policy of the enrolment of temporary staff. The serious position referred to is due, not to the inadequate number of full-time organisers, but to the attitude of branches which are making use of their "local autonomy" to exclude from membership—in some instances from snobbish and similarly unworthy motives—those whose lot it is to work alongside us for the time being in the sphere of local government.

Our plain duty is to extend to these colleagues of ours the right hand of fellowship, and to welcome in every possible way their co-operation in the work which, as local government officers and Nalgoites, we are seeking to do.

H. CHARLTON,
Bolton & district branch. Hon. Sec.

LOCAL GOVERNMENT REFORM
A Three-Point Policy

THE articles and discussions on local government are very welcome. What if only 10 per cent of the members do read them? Isn't one of the greatest problems we have the rousing of people to realise the things that matter? And isn't the present war a direct result of the lack of interest in things which are of vital importance to our democratic way of life? Referring to Mr. Dakin's article, I would like to add the following as a contribution to local government reform.

1. Smaller councils with salaried councillors (men and women) elected for their impartiality, honesty, and ability. Party politics tend to partiality. Candidates for Parliament should have served as councillors. Meetings during the daytime. Councillors to devote time to study of reports, receiving local deputations, visiting works of interest. Councillor's function to interpret wishes of electorate.
2. Appointment of chief official (not necessarily a legal man) responsible for the execution of council's decisions. Legal department set up as a separate department. Chief official chosen for administrative ability, honesty, integrity, and impartiality. Organisation of departments the responsibility of the head of each department.
3. Need for research into local government—i.e. housing, refuse, and sewage disposal, health, etc. Central Government to set up or assist selected bodies to carry out scientific research work. Advisors to visit local authorities to advise and report to authority and government department on means of improving services—i.e. improvements or amalgamation with other authorities' services.

The directing of local government, the largest industry in many towns, should not be a spare-time job. It should be organised as an industry. By the above suggestions the council would have the best opinion to guide it, it would be essentially democratic, policy would be decided on quickly and carried out with the minimum of delay. This would form an effective reply to the dictator method of government.

HARRY EAVES.
298, Scotland Road, Nelson.

READERS' FORUM

May we again remind correspondents that we do not publish anonymous letters? Pseudonyms are allowed—but every letter must bear the name and address of the writer as a guarantee of good faith. Letters for the December number must reach the Editor, 192, Edgwarebury Lane, Edgware, Middlesex, not later than November 19.

HOSPITALITY FOR WARRIORS
A Disappointing Response

I HAVE noticed with interest in recent numbers of LOCAL GOVERNMENT SERVICE appeals to N.A.L.G.O branches and members to consider extending hospitality to members now serving in H.M. Forces and stationed in their areas. On looking at the last number, however, I was surprised to see that only about a dozen branches and individual members had answered these appeals. Surely Nalgoites can do better than this for their colleagues, to whom an easy chair, a fire, and a yarn about local government would represent a welcome comparison to a wooden bench, a smoky stove, and the eternal "time-off" stretch of cards.

Apart from the sociable aspect, it appears to me that this period of Army service which the younger L.G.O. is now experiencing represents an excellent opportunity for these future administrators to "get together" and exchange ideas for the benefit of post-war reconstruction and post-war policies.

During peace-time there is little opportunity for L.G.O.s in all parts of the country to meet and exchange views, but to-day, when there are representatives of all departments of local government changing locations frequently, the opportunity for collaboration is immense.

In many large centres, and in some of the smaller provincial towns too, there are social centres for the exclusive use of local government and defence personnel: could not these be also opened to serving L.G.O.s?

In conclusion, might I suggest that if

(Continued on next page)

LONDON UNIVERSITY DEGREES

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BUNGALOW FOR SALE

Herne Bay, Kent.—Freehold Bungalow for sale at pre-war price, £425. Electric cooking, lighting; furniture included; main drainage; 2 bedrooms, living room, kitchenette, outside lavatory; parquet floor throughout; small but compact—Box H.P.B. 42, N.A.L.G.O, Croyde, Braunton, Devon.

(Continued from preceding page.)

Special Activities took this matter in hand now and circularised local correspondents (who might themselves agree to act as a liaison between visiting L.G.O.s and the member(s) of their branches prepared to extend hospitality) with a direct request, perhaps the penultimate page of the December edition of LOCAL GOVERNMENT SERVICE would represent the *true* feeling of comradeship existing between the serving member and the still-administrating member of the association.

MEDICAL.

We heartily endorse this appeal. The response of members and branches has been disappointing—as it has been to the parallel appeal for games and sports kit. While the primary reason is, no doubt, pressure of work, we do feel that many could do more than they are doing to add to the comfort of colleagues with the Forces, and we urge all branches to consider what they can do and to let us know of any schemes adopted.

LAND NATIONALISATION

Why Wasn't it Urged Sooner?

I DESIRE to record my admiration of the attitude of a large proportion of NALGO members who, somehow, have refrained from the just criticism of the N.E.C. because it abstained from advocating land nationalisation for so long before the submission of its memorandum. Obviously, this long period of inaction implied support of the conservative policy with concomitant sympathy for capitalism and, in consequence, the association must have passively, if not actively, ground the faces of the poor.

Local government is primarily concerned to provide public services on the ground that they are needed and not because an individual or collection of individuals seeks private profit. Local government must therefore be a species of communism. Members, some of whom are conservative, direct, and officers, some of whom also are conservative, execute these communistic acts. Therefore, conservatives, even if they profess a hatred for communism in public, countenance this vile practice in private. Communal feeding is a recent example. Are conservatives communists?

Instead of seeking knowledge, let each member argue from his articles of dogma. No thought need be involved. However unreasonable the political faith, lack of reason can easily be compensated by heat of argument. I suspect that Mr. J. Fraser had good and sufficient grounds for opening his letter with the significant phrase, "It is distressing to think . . ."

C. C. A. EDEY.

12, Bulwer Road, Leytonstone, E.11

"A Reasoned Solution"

MR. FRASER is going further than is warranted when he considers the N.E.C. to hold an unpatriotic conception of its duties. The NALGO memorandum advocating land nationalisation was a public-spirited contribution to the general consideration of matters that affect the general well-being and, as such, are the concern of NALGO as a great national organisation.

I am sure that Mr. Fraser's statement that nationalisation of the land would be "an unwarrantable interference with the liberty of the subject" is questionable. Liberty is the product of rights, for without rights there would be no liberty. All rights are social, since man is insufficient in himself, depending not only for his survival, but also for such rights as he enjoys, upon his fellows acting through the free institutions within the community in which he lives.

Governments often and in various ways invade individual liberty. Income tax and black-out rules are an invasion of individual liberty, but they are not unwarrantable. What is essential to freedom is that the prohibitions should be based upon the "Will of the Community." Thus, as I see it, should the common interest demand the invasion of another individual right, and the public ownership of land be deemed by the community to be a necessary basis upon which a planned better world may be built, such invasion may be justified. For, since rights are social, the justice may be greater than the injustice, since the many may benefit.

The task of the modern world is to add to the enjoyment of political freedom, economic freedom, to extend liberty from the political to the economic sphere, to insist that power shall not be for personal ends but for the general advantage. In this better world civil and political liberty should mean the absence of civil and political inequalities. I would rather congratulate than condemn NALGO for this effort and contribution.

Colne Valley branch, Huddersfield. J. GOODYEAR, Hon. Sec.

Who Creates the Value?

SURELY Mr. Fraser made a slight omission from the fifth paragraph of his letter, the second sentence of which he must have intended to read: "So many public officials own land and have such an influence with their fellows that there is a likelihood that any attempt to rob them of the rising economic value of land *created by their fellows* would suffer an overwhelming defeat."

Mr. Fraser can rest assured that the day is not far off when the whole of the economic rent of land must and will be taken by taxation.

DEVA.

RUSSIA TODAY

"Home of Democratic Principles"

I WAS glad to see that LOCAL GOVERNMENT SERVICE, unlike some other journals, was broadminded enough to give space to Pat Sloan's article on Russian municipal administration. There should not be one member of NALGO with prejudice towards that great country. It is the home of democratic principles relating to local government. We have snobs in our ranks, fed on false statements made in certain newspapers before the war began. The deadly seeds are still active. One member in my department got into a rage on seeing Russia so evident in our journal, and destroyed his copy.

If we are to have peace in Europe after this conflict, then some of the young, and old, members will have to attend the educational classes of their branches to gain knowledge of other lands, which is often distorted by journalists with political axes to grind.

THINKER.

FIRE WATCHERS

Why Should They be Paid?

WHY should those of us who, as fire-watchers, are looking after our own interests by preventing our factory, our business, our office being razed to the ground, be paid a "subsistence allowance" out of the national purse? If we did not do fire watching we should have to pay for our food ourselves. Why, because we are called on to save our bread and butter for one night of the week, should we insist upon the Government paying for it?

Do my "reserved" friends realise that for a normal night's fire-watching, from 5 p.m. to 8 a.m., they are being paid nearly two days' pay for a private soldier (who often must do more fire-watching than they without payment)?

Lack of payment may cause hardships—but what are these compared with the lot of the soldier in the desert, or the Russian peasant facing the mutilation of his home, his country, and all he holds dear?

The organisations which have looked after the interests of staffs have done excellent work in insisting that employees should provide adequate facilities for fire-watchers, but there, I think, their duty ends. I see no reason why any employer should give me a free breakfast just because I have helped to prevent my office going up in smoke and have thus helped to save myself from temporary unemployment.

JOHN HEDLEY.

PROMOTION METHODS

Branch Action Urged

I HAVE recently suggested that the executive committee of my own branch should consider the questions raised by "Fairplay," in his article, "Can We Reform Promotion Methods?" in the August Journal.

Consider the effect on the prospects of every member of a staff of the attitude of one of the "chiefs with peculiar standards of assessing worthiness for promotion" mentioned by "Fairplay." Such a chief may appoint a similar type of person to be, say, a clerk-in-charge. That gentleman may be far from the most efficient or conscientious of the "possibles"; he may be merely the man with the "record" number of hours overtime work. Naturally, he carries on with the system which gave him his position, and the evil is perpetuated.

The suggestion that "the branch executive should have a representative at all committee meetings at which staff affairs are likely to be discussed" is a good one. To that I would add that whenever a report on an individual is made, it should be given on paper *and a copy given to the subject of it.*

Secret reports savour of Gestapo methods and are calculated to discourage efficiency, encourage favouritism, and damage morale.

The last paragraph in "Fairplay's" article is the only one with which I disagree. Surely one may write to your paper on NALGO affairs without fear? In the hope that I am correct in having some faith in democracy (and in the influence of NALGO), I sign myself.

Liverpool. ERNEST L. GABRIELSON.

A Personal Experience

IN connection with the discussion on promotion methods, my case may be of interest.

Of three consecutive salary grades, which I will call for convenience "A," "B," and "C" ("A" being the highest), a vacancy occurred in "A." Applications were invited from "B" clerks and one appointed.

As a grade "C" clerk, I had previously asked the committee for promotion to "B," but was told that my application could not be considered *as no vacancy then existed in that grade.*

Now, I thought, if the chief is consistent he will at least consider me, with others on "C" grade, for the vacant "B" post. He has ruled, however, that this shall be filled by an outside distribution man temporarily "redundant" owing to war conditions, and already earning more than "B" or "C" clerks. Could inconsistency or unfairness go further?

L. A. H.

"Black List" Suggested

WHY cannot the association compile for members applying for posts away a register or black list of the reputations of local authorities and heads of departments as employers?

Sussex. ADVANCE.

The biggest obstacle to a black list is the law of libel. A better remedy for injustice is to report it, through the branch, to the divisional officer, who can then take it up with all the force of the association behind him.

saVing is paVing the way to Victory

TRADE UNIONISTS! HERE ARE 3 SOUND REASONS FOR SAVING!

first . . . the NATIONAL reason . . . The devotion and courage of our Sailors—Royal Navy and Merchant Navy alike—ensure for us the essentials of life, the materials for our war production and "the tools to finish the job." But we cannot spare a single inch of shipping space for non-essentials. Therefore, don't spend a penny on anything you can do without.

second . . . the SOCIAL reason . . . The Exchequer is spending over 90 millions a year to ensure that the prices of essential foods are kept at a reasonable level, but there are many things which cannot be rationed and of which there are not enough to go round. If you try to spend money buying them the inevitable result will be rising prices. That means that the longest purses alone will benefit.

third . . . the PERSONAL reason . . . Money saved now and put into War Savings earns interest all the time until you need it. After the war your savings will buy for you those things which cannot be obtained to-day. Remember, too, the two undertakings secured by the T.U.C. . . . from the employers, that wartime savings will not be used as an argument against higher wages, and from the Government that the first £375 of War Savings will not count in any Means Test. So you can save without prejudice to your post-war interests. Save now to the limit. Invest up to the hilt in the form of War Savings most suited to your convenience. Every shilling saved, every unnecessary purchase refused, every new economy made is a fighting contribution to the defeat of Nazi-ism.

ISSUED BY THE NATIONAL SAVINGS COMMITTEE. LONDON

HERE COMES THE HUN

A STORY WITH A MORAL . . . . .

BY JACKASS

THE Clerk and I had always taken an academic interest in the possibilities of invasion, especially as Much Cowslip lies only three miles inland from Little Codding on the coast, where the Cowslip Canal flows sluggishly but firmly into the livelier River Cod. Often, as we watched the sea-going coal barges—the harbour at Little Codding is full of sea—moving majestically through our village behind their patient horses, our thoughts flew to the flat-bottomed barges waiting on the French coast to embark their loads of square-headed bargees. We read with a pleasant sense of security notes in the evening papers of dense fogs or heavy swells in the Channel, and experienced momentary qualms when clear weather and calm water were reported.

Our interest, however, was purely that of ordinary citizens, naturally rather concerned about the prospects of our country being assailed by a horde of unprincipled foreigners, who would no doubt be ejected but only after much inconvenience. We saw no reason why, of all the miles of coastline at his disposal, the enemy should select ours for his descent—nor, to be honest, did we believe any such descent was likely anywhere. True, we had a Home Guard unit, but its members drilled and scouted more from a vague sense that to do so was a patriotic duty—the decent thing to do—rather than with any expectation of ever seeing a live and hostile German. How an invasion might affect us as local government officers never entered our heads.

A week last Tuesday, I was answering a silly letter from a ratepayer, who claimed that because he neither owned nor lived in the assessed premises he ought not to pay the rates on them, when our telephone rang. Abstractedly, I answered it, but had only barked "Council Office, Much Cow——" when the urgent voice of Bertie Waddlewax, committee clerk of Little Codding, poured out of the earpiece. "Quick, John," he stuttered. "There's an invasion on. Thousands of 'em. Running up and down the High Street like anything." It took me a moment to regain my mental poise, then "Pull the other one, Bertie," I replied. "There's a bell on."

Regrettably, he swore at me. "Listen, you unmentionable unprintable—we're full of bally Germans. They've shot old Fuggins already."

"What for?"

"How do I know? Anyway, what's that matter? He's dead, whatever it's for."

"Well," I said judicially, "it's rotten, I agree, but he must have been jolly near sixty-five. You wouldn't have had him much longer. You'll just have to get another temporary."

Waddlewax swore again—a bad habit. "Get this into your fat head—we're invaded. Here, listen to this; I'll open the window." There were sundry crashes and bangs as he laid down the phone and did so, then, quite plainly, I heard what sounded like a lunatic taxi charging a thousand typewriters. Waddlewax's voice returned. "That," it said grimly, "is a German tank." Suddenly there was a devastating roar. "And that," he added, with mournful satisfaction, "is the Borough Surveyor at the next window with a shotgun. Good shooting, sir—clean in the pants."

I was still struggling to grasp it. "Bertie," I said, "do you really mean there's an invasion—no kidding?" "John," he replied, "if it ain't, it's uncommon like one. For heaven's sake, do something."

I was justly peeved. "I like that—me do something! It's in your area, not ours. Besides, you're a borough and we're only a rural. Do something yourselves." And I rang off.

I returned to my letters, but somehow I couldn't concentrate. I found myself absent-mindedly practising "Heil Hitler" under my breath and wondering where I put the German phrasebook I bought on my one and only Continental holiday. It would be useful, I decided, to be able to ask the invaders: "Heil Hitler! Please direct me to the delicatessen store, the travel bureau, the cigarette store, if any, the gentlemen's convenience." Then it occurred to me suddenly to tell the Clerk.

I was too late. As I turned to his door, an officer in grey-green uniform entered the office, bestowing a casual cuff on our office boy in passing. Perhaps because I was the only one (except the office boy) who noticed his entry, the officer made for me and, after clicking his heels and making a perfunctory bow which was little more than a brusque nod, grunted: "Wo ist der Hauptmann?"

"The Borough Surveyor . . . with a shotgun"

Feverishly, I tried to remember how Bulldog Drummond used to leap unexpectedly on an armed adversary and plant both feet in his chest with infallible accuracy. I flexed both knees ready to spring, then unaccountably found myself making a kind of hybrid curtsy and, doing my best with a limited vocabulary, said: "Guten Morgen—jawohl—hochachtungsvoll" in a helpful tone. The rest of the staff, now fully awake, sat petrified, except for Miss Legge, who emitted a ladylike squeak and, fainted with suspicious precision into Postlebury's arms.

The Oberleutnant, or whatever he was, decided to air his English, which had a marked Chicago inflexion: "De borss—de big guy—step lively, youse." He made a gesture with his revolver, which somehow restored all my confidence. Very well, I resolved, if I have to be shot, I'll be a hero first anyway. Impressively calm, I waved him aside with a crisp "Verboten," entered the Clerk's room, and closed the door behind me. Surprisingly, our Nazi visitor waited patiently outside. Even in such circumstances, the official manner had its effect.

The Clerk, when told who wanted to see him, flatly refused to see anyone without an appointment. I emphasised that, though the gentleman had no appointment, he had a gun, which only increased the Clerk's determination not to receive him. Very firmly he told me to "tell the man to go away." Even more firmly, I declined.

After a momentary deadlock, the Clerk seemed to realise the real position. Was there, he asked, any Home Office circular about what to do with German officers? I recalled that captured ones should be handed over to the police—but pointed out that this one was not captured, which seemed to me the crux of the whole situation. Also, I wanted to know whether we were to co-operate with the invading forces in order to continue our duty of maintaining the ordered life of the community, or to barricade the office and fight it out to the last man. There was no circular about that, either.

When circumstances compel him, the Clerk is capable of quick decision. It took him seconds only to decide that the visiting Nazi must be captured, the sewage disposal works and all other public utilities destroyed in pursuance of a "scorched earth" policy, and the Council offices held against all comers for as long as possible. After that, the staff must resume their normal tasks for the benefit of the community, slipping in a bit of sabotage now and then as opportunity arose.

Rather doubtfully, I went out to capture the Nazi—only to find him already down, with Blatherpatch sitting on his chest in full Home Guard regalia and trying to make him say "Cheers Churchill" instead of "Heil Hitler" before scientifically gagging and binding him with old typewriter ribbons. It

(Continued at foot of next page)

Cannibalocracy

Mastication of the people, by the people, for the people.

A cannibal chief is reported to have eaten his mother-in-law because she opposed him in some matter of tribal policy. It would be only poetic justice if she continued to disagree with him.

* * *

Battledress

"My dear chap, I *know* it's a battledress, but my belly is liable to retract with fear, not

to expand seven or eight inches. I won't go into battle, or anywhere else, looking like a blasted kangaroo."—*From "The Oaken Heart," by Margery Allingham.*

HERE COMES THE HUN

(Continued from preceding page)

appeared that while I was closeted with the Clerk, Blatherpatch had hurriedly changed into uniform (during which operation Miss Legge recovered consciousness and promptly fainted again) and had skilfully stalked the unobservant Hun until a well-directed swipe with an ebony ruler was feasible.

Having locked our captive in the safe, we closed all doors and windows and waited for the tanks. They never came, and we heard later how the small raiding party—for it was nothing more—had been rapidly "mopped up"—a nice phrase. Even the shooting of Fuggins proved a gross exaggeration. The invasion was not an invasion—it was only a practice.

The only permanent result was that Blatherpatch was promoted to Acting Lance Corporal and presented with the ebony ruler as a memento. He thinks he should have been made a Field Marshal at least.

AT RANDOM

By "Hyperion"

Illustrated by J. Carver

God always gives us strength to bear our troubles day by day; but He never calculated upon piling the troubles past, and those to come, on the top of those to-day.

—Elbert Hubbard.

* * *

How to Treat the Income-Tax Collector

"I can't be bothered with the income tax, Billy dear," he said when a distraught Sybil presented him with buff-coloured forms; "they're probably quite decent fellows. Write and tell them I haven't any money. Look, there's a starling outside my window behaving in the most curious way."

—From Daphne du Maurier's life of her father, "Gerald."

* * *

Married Bliss

"*Do you see much of your husband?*"

"*About an hour a day.*"

"*What a shame!*"

"*I don't know—an hour soon passes.*"

* * *

Grannies' Brigade

Dear Old Lady (to her Knitting Companion): "Pravda reports that Granny Ivanovna, 83-year-old guerilla leader, yesterday killed a whole company of Germans with a sickle. Sometimes, Maud, I can't help feeling we've lived rather *sheltered* lives!"

When the parson asked the old lady up the valley—turned eighty, she is—what she does when the siren goes, she said: "Oh, I read a bit of mi Bible and then I say 'damn 'em' and I go to bed!"

* * *

Film Critique

"*A picture that is both revolting and beautiful, a story of young love and surpassing*

natural beauty, set in a frame of ignorance, agony and despair."—"*Chicago Daily News.*"

Not the picture for me in these grim days!

* * *

November 9

The Mayor replied in a few appropriated words.

Official Correspondence

There is a story of a priggish young recruit in the old India House, who said to a director, "Pray, sir, what style is preferred for official correspondence?"

The director answered, "Young man, the style we prefer is the humdrum."

* * *

Love's Labour Lost

A gang of demolition men had been working on the ruins of a London suburban house for a couple of days, doing the job with that leisurely thoroughness which we have so often noticed of recent months. And while they worked, handing out bricks and occasionally finding a cap or a garment, they were watched by a pipe-smoking man who leant over the front wall. He said nothing, did nothing, just watched with mild interest.

Towards the end of the second day the foreman found his presence annoying and he

went to the watcher and said, "Are you interested in this 'ere property?" The man puffed for a moment and then replied, "Sort of! As a matter of fact I'm the man who used to live there."

The effect on the foreman was immediate. He shouted to his gang, "Knock off, boys," he said. "Here's the bloke we've been looking for."—"*Lilliput.*"

* * *

Local Government Post-bag

"I had intended coming to the Milk Office to-day, but have had 15 children this morning."

"Perhaps you can arrange for me or my wife to view the range of shelters, so that we can have one suitable to our means."

"I enclose doctor's certificate and palpitation of the heart."

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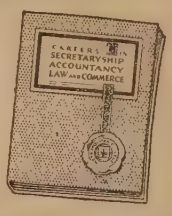

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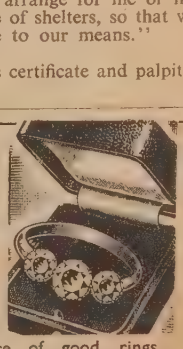

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TWO NEW MEMBERS OF THE N.E.C.

Mr. A. B. Mills.

Mr. Watson Strother.

WE are happy to welcome two new members of the National Executive Council—Mr. **A. B. Mills,** B.Sc. (Econ.), elected by the North Western and North Wales district committee in the place of Mr. T. Freeman, and Mr. **Watson Strother,** A.M.Inst.C.E., M.I.M. and Cy.E., P.A.S.I., elected by the Metropolitan district committee in the place of Mr. J. T. Baker.

Mr. Mills has been director of education for the Lancashire borough of Swinton and Pendlebury since 1930, and chief billeting officer there since 1939. He began his local government career in 1913 as a general clerk in the education office at Blackpool. After service in the Royal Navy from 1914 to 1918, he became, in 1930, assistant education secretary at Stretford, and in 1923 returned to Blackpool as deputy director of education, holding that position until he went to Swinton and Pendlebury in 1930.

Mr. Mills has been a member of N A L G O since he entered the service. He was elected a member of the branch executive at Blackpool in 1928, and has been a member of the executive and education correspondent of the Swinton and Pendlebury branch since 1931, serving as branch president 1939-40. He has been a member of the North Western district committee since 1935, and vice-chairman of its education sub-committee and chairman of the Manchester and district area education committee since 1939. As this record indicates Mr. Mills has devoted himself particularly to the association's education work, and his accession to the council will be of especial benefit to that side of its activities.

Mr. Strother has been on the engineering staff of the surveyor's department at Bethnal Green since 1925. He was appointed civil defence controller on the outbreak of war and held that position until January of this year, when he was appointed deputy borough engineer.

A member of N A L G O since he entered the service, and a member of the branch executive for the greater part of that period, he has served as vice-chairman, chairman, and vice-president of the branch, and is now its president. He has also been chairman of the staff side and vice-chairman of the local joint committee. A member of the Metropolitan district committee for several years, he has sat on the general purposes committee since 1937, and was this year elected its vice-chairman.

FIRST PRESIDENT OF N A L G O

Death of Mr. E. R. Pickmere

WE regret to record the deaths of two prominent members of N A L G O—Mr. E. R. Pickmere, the association's first president, and Mr. J. H. Clark, one of the Yorkshire representatives on the National Executive Council.

Mr. Pickmere's name is outstanding among that band of pioneers who created the association. He played a leading part in the formation, in 1896, of the Liverpool Municipal Officers' Guild, one of the first associations of local government officers in the country, and was its president for many years. He retained a keen interest in the problem of organising municipal staffs after becoming town clerk of Liverpool in 1899, and in 1905, in collaboration with a former Liverpool colleague, Sir (then Mr.) Herbert Blain, tramways manager at West Ham, and Sir Homewood Crawford, secured the amalgamation of the few local guilds then formed into N A L G O. He was elected first president of the new-born association.

The early days were largely devoted to the fight for superannuation, and in that fight Mr. Pickmere played a leading part. As members who have read the general secretary's booklet describing it will recall, it was an uphill struggle and encountered many setbacks and disappointments, but Mr. Pickmere and his colleagues never lost heart. He was appointed a member of the departmental committee set up by the chairman of the Local Government Board in 1918 to consider a national superannuation scheme for local government officers. Though the committee reported favourably and though successive ministers approved the scheme, it was not until 1922—two years after Mr. Pickmere's retirement on superannuation—that the first permissive bill was passed, and not until 1937 that the compulsory measure for which he had fought so long became law.

A man of distinguished appearance, attributing his longevity and wonderful health—he was 86 when he died on October 13 after a very brief illness, precipitated by the shock of his wife's death five weeks before—to a strict vegetarian diet, Mr. Pickmere possessed an old-world courtesy and charm. He maintained his interest in N A L G O to the end, never failing to call at the branch office when in Liverpool and insisting on being supplied regularly with LOCAL GOVERNMENT SERVICE and the branch journal. Indeed, the last document he read, on the day of his death, was the October number of LOCAL GOVERNMENT SERVICE.

Mr. J. H. Clark

MR. CLARK, who died on October 9, after a long illness, joined the staff of the rates department of Wakefield corporation in 1910, and had spent the whole of his municipal life in that department. He will long be remembered by his many friends in the service for his enthusiastic interest in salaries and service conditions. As the sponsor of the resolution of the Yorkshire district committee in 1936 which later resulted in the national drive for better salaries scales, Mr. Clark embarked upon a venture which produced successful results in all parts of the country.

In addition to being honorary secretary of the Wakefield branch since 1928, Mr. Clark has been a member of the National Executive Council for the past four years, and served for many years as an active member of the Yorkshire district committee and its executive committee.

He was an ardent supporter of the Workers' Educational Association and was for many years a sidesman at Wakefield Cathedral.

IF YOU EARN BETWEEN £250 AND £420 A YEAR—READ THIS

AS a result of the passing of the National Health Insurance Contributory Pensions and Workmen's Compensation Act, 1941, all officers earning between £250 and £420 a year and not covered by a certificate of exception will be compulsorily insured from January 5, 1942. The Act also increases, from that date, sickness and disablement benefit, as follows:

	Sickness		Disablement	
	Old	New	Old	New
Men	15s.	18s.	7s. 6d.	10s. 6d.
Spinsters and Widows ..	12s.	15s.	6s.	9s.
Married Women	10s.	13s.	5s.	8s.

To provide these higher benefits the Act calls for an increase of twopence a week in contributions. The health insurance contribution will be increased from 9d. to 11d. for men and from 8½d. to 10½d. for women, but the employer will pay 1d. of the increase for compulsorily insured contributors.

Voluntary contributors must pay the whole of the increased contribution themselves. Those whose salaries exceed £420 will pay 8d. (men) and 7½d. (women). The new contributions of voluntary contributors to both health and pensions insurance will be 1s. 9d. (men) and 1s. 4d. (women).

Officers earning under £420 who remain voluntary contributors because they do not come within the compulsory scheme will be entitled to medical benefit (i.e. free panel doctor) and their contribution for health insurance will be 11d. (men) and 10½d. (women). Those paying under the combined scheme will pay 2s. (men) and 1s. 7d. (women).

The following questions and answers may solve a number of difficulties:

What will be the effect on existing voluntary contributors who came into pensions insurance only when the salary limit was raised to £420 p.a.?

Those members who came under the voluntary scheme and paid pensions insurance direct to the Ministry will now, if their salary does not exceed £420 p.a., become compulsorily insured, and their pensions insurance will be continued by compulsory contributions, but for health insurance purposes they will become new entrants into insurance as from January 5, 1942.

I have been a voluntary contributor for many years and elected to pay my insurance under the combined scheme (i.e. one contribution for health and pensions insurance). I shall now come under the compulsory insurance from January next, but if, as I expect, my salary exceeds £420 p.a. in the near future, and I again become a voluntary contributor, must I then have my insurances separated and pay my pensions insurance direct to the Ministry of Health, and so lose all the advantages of the combined scheme?

A voluntary contributor who elected under the combined scheme will, although compulsorily insured for a temporary period, revert to the combined scheme on again becoming a voluntary contributor.

Does a certificate of exception granted under the Health Insurance Act apply automatically to persons whose remuneration falls between £250 and £420 p.a.?

Section 1, paragraph 3 of the new Insurance Act empowers the Minister of Health to make regulations under the Health Insurance Act as respects the continuance and cancellation of certificates granted under paragraphs (b) (c) or (d) of Part II of the first schedule of the main Act. So far, these regulations have not been issued, but local authorities are applying to have their certificates extended to apply to officers with salaries between £250 and £420.

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Higher Pay for Over 7,000 Nurses

Consequent on the fixing by the Minister of Health of minimum rates for members of the Civil Nursing Reserve, the **Lancashire and Cheshire Provincial Council** has given consideration to the nursing staffs included in its conditions of service reports, and has recommended the following salary increases :

Sisters tutor, home sisters and night superintendents special sisters, ward sisters, staff nurses, matrons, assistant nurses, superintendent nurses in institutions, matrons and assistant matrons in hospitals—by £15 p.a.

Superintendents and charge attendants in mental wards (male and female), nurses in mental and epileptic wards (uncertificated) (male and female) £7 10s. p.a.

The following additional categories have been added to the "officer" class :

Assistant superintendents and assistant charge attendants (certificated).

The following additional designations have been added to the intermediate grade classifications :

Relief foster mothers, kitchen superintendents, charge nurses (uncertificated) (male and female), charge attendants (uncertificated) (male and female), Cooks (performing supervisory duties), assistant head laundress.

About 7,000 nurses will be affected and the increases will operate from November 1, 1941.

Also as a result of the higher pay given to members of the Civil Nursing Reserve, **Leeds** and **Sheffield** have adopted improved scales for their nursing staffs. Details are :

LEEDS

	Old Rates £	New Rates £
Student Nurses		
Nurseries	25–35	35–40
Smaller Hospitals	30–40	40–45
Bigger Hospitals	40–45	45–50
Assistant Nurses	55–65	55–70
Staff Nurses		
General	65–75	90–110
Fever	60–70	80–90
Children's	60–70	80–90
T.B.	60–70	80–90
Creche	50–60	70–30
Sisters		
General	80–100	*115–150 †115–135
Theatre	100–120	140–160
Maternity	100–120	140–160
Night sisters (Junior)	85–100	115–150
Night sisters (senior)	90–120	130–160
Sister tutors	150–200	180–259

The salaries scales for matron, assistant matron, home sisters and night superintendents have been increased in similar proportions.

SHEFFIELD

Student nurses	35–45	40–50
Student nurses (fever)	35–40	40–50
Pupil nurses	30–35	40–50
Pupil nurses (maternity)	46–50	55–60
Assistant nurses	65	§70
Staff nurses	75–90	°95
Staff nurses (maternity & theatre)	80–85	100

Salaries of special sisters, night sisters, etc., have also been revised.

* *S.R.N. in hospital with more than 200 beds.*
† *S.R.N. in hospital with fewer than 200 beds.*
§ *Fever trained, not State registered.*
° *General trained or fever State registered.*

Improved scales of salaries for women nursing staffs have been negotiated at **Prudhoe Hall Colony,** and an increased cost of living bonus obtained.

The divisional secretary has interviewed the health committee at **Gateshead C.B.** on nurses' salaries, and a further interview has been promised.

Other recent examples of progress on the service conditions front include :

NORTH WESTERN AND NORTH WALES

Barrow-in-Furness.—On the recommendation of the Lancashire and Cheshire Provincial Council, the former superintendent nurse, who has been acting for some time as hospital matron at Roose Institution, has had her position re-designated and will receive the appropriate salary scale figure.

NORTH EASTERN AND YORKSHIRE

Representatives of the **Doncaster** branch, accompanied by the divisional secretary, recently interviewed a sub-committee of the town council in support of a request for the adoption of the Whitley council scales of salaries and the formation of a local joint committee. Other matters discussed included excessive overtime and cost of living bonus. The council was also urged to become a constituent member of the Whitley council.

The council, at a subsequent meeting, agreed in principle to the adoption of the scales of salaries recommended by the Whitley council, and the chief officers were instructed to confer and report on the detailed operation of the scales. The question of excessive overtime is to be investigated, and in approved cases appropriate payments are to be made.

Dewsbury branch, through its local joint committee, has applied for the Whitley council scales of salaries to be operated. The question is to be considered further at the next meeting.

Morley branch has embarked on a similar programme, again through the medium of the recently formed local joint committee.

Hemsworth R.D.C. has adopted in full the scales of salaries recommended by the Yorkshire joint council and has regraded staffs accordingly. Special grades have been established for senior officers whose salaries are outside the general range of the Whitley council scales.

SOUTHERN REGION

Cambridgeshire C.C. has adopted revised salary scales for juniors, to operate from April 1, 1941 :

£55 (at 16) + 10 (3)—£85 (at 19)

proceeding into Grade C on April 1 following—i.e. £90 + £10 (7)—£160.

All graded clerks over 20 are to be placed in Grade C in the position they would have been had they entered Grade C at £90 on April 1 following their 19th birthday.

The **South Midlands provincial council,** formed in July 1940 and covering local authorities in Oxfordshire, Buckinghamshire, Hampshire, and Berkshire, together with the borough of Poole, has adopted the following salary scales for the area :

Juniors : £60 (at 16) + 15 (5)—£135 (at 21).
General Division : £155 (at 22) + 15 (4) + 25 (1) —£240 (at 27).
Clerical Division
Section A : £250 + 10 (1) + 15 (1)—£275.
Section B : £285 + 15 (2)—£315.
Professional, Technical, and Administrative Division:
Grade A : £255 + 15 (4)—£315.
Grade B : £330 + 15 (3)—£375.
Grade C : £390 + 15 (3)—£435.
Grade D : £450 + 20 (3)—£510.
Women Shorthand Typists and Machine Operators:
Grade F (i) : £60 (at 16) + 15 (5) + 20 (1) + 15 (2)— £185 (at 24).
Supervisors, Secretary Shorthand Typists, Senior Women Shorthand Typists and Senior Machine Operators (where so designated):
Grade F (ii) : £200 + 15 (1) + 25 (1)—£240.

A new branch has been formed at **Slough B.**

Southampton C.B. has amended the salaries scales for female grades :

Grade I : £50 + 12½ (4) + 15 (1)—£115.
Grade I (Qualified Shorthand Typists) : £70 + 12½ (3) + 7½ (1)—£115.
Grade II : £115 + 12½ (2)—£140.
Grade III : £140 + 12½ (2)—£165.

Bradford-on-Avon U.D.C., Norton Radstock U.D.C., and Sodbury R.D.C., have adopted the grading and salaries scales recommended by the South Western provincial council.

Yeovil B. has decided to become a constituent member of the South Western provincial council.

MIDLANDS AND SOUTH WALES

Porthcawl U.D.C. staffing committee is considering, in response to a deputation, the adoption of the recommended Scale I of the South Wales provincial council.

Breconshire C.C., in response to an application, reconsidered a recommendation to advertise a senior executive post, with the result that an officer on the staff was promoted.

Hospitality for Warriors

For the benefit of members serving in the Forces, we publish below a complete list of branches and individual members who have offered hospitality and entertainment for members in the Forces stationed in their areas. The latest addition is Croydon. We shall be glad to add to the list.

BRANCHES

Ashton-under-Lyne.—W. B. BRADLEY, electricity works, Ashton-under-Lyne (use of Waterworks Social Club offered).

Blackburn N A L G O Sports and Social Club.—J. COX, 42, Victoria Street, Blackburn.

Cambridgeshire.—LEO MASON, Shire Hall, Cambridge.

Cheshire County.—H. JONES, 47, Walter Street, Chester.

Croydon.—Twelve members offer evening hospitality, and four are willing to entertain members in the Forces overnight. Details from L. J. BOWERS, Education Office, Katharine Street, Croydon (CROydon 4433, Ext. 210).

Essex Rivers Catchment Board.—L. E. INNES, Essex Rivers House, Springfield Road, Chelmsford.

Grimsby.—J. W. L. BUXTON, borough treasurer's dept., Municipal Buildings, Town Hall Square, Grimsby (Grimsby 55141).

Hinckley, Leicestershire.—J. G. S. TOMKINS, 16, Station Road, Hinckley.

Isle of Wight.—S. H. MATTHEWS, County Hall, Newport, I.O.W.

Leicester.—J. HILL, City Water Offices, Bowling Green Street, Leicester.

Newcastle-upon-Tyne.—V. GRAINGER, Town Hall, Newcastle-upon-Tyne 1.

Skegness, N A L G O Social Club.—A. J. DAVIS, Town Hall, Rowan Bank, Skegness.

Winchester.—R. G. CASTLE, Guildhall, Winchester.

Wrexham.—H. BROOKFIELD, borough surveyor's dept., 1, Grosvenor Road, Wrexham.

PERSONAL

J. Darricotte, Grove Houe, Grove Lane, Cheadle Hulme, Cheshire (Bramhall 306). Mr. Darricotte offers "meals, bath, bed, snooker, table tennis," etc., to members in the Forces, in the area, who will write or phone to say when they would like to call.

F. W. Goodman, The Pines, Stourbridge Road, Bromsgrove, Worcestershire (secretary of Bromsgrove branch).

SCOTTISH NOTES

AFFILIATION to the T.U.C. was considered at length by the Scottish Council at its meeting early in September. After review of the opinions expressed by branches on the recommendations of the N.E.C., it was decided to defer the whole question until after the war.

Consideration was also given to closer working between the Scottish and English Whitley councils, but it was decided to take no action for the time being in view of the possible re-constitution of the English Whitley council. The question of closer co-operation is to be further considered.

Tribute was paid to Mr. J. M. Mortimer, the divisional secretary, on his retirement on superannuation, to Mr. A. G. M. Archibald, who has retired from the chairmanship owing to ill health, and to the honorary treasurer, Mr. J. Weir Neilson, who has served in that capacity for many years. Presentations to these two officers will be made on behalf of the District Committee in due course. Mr. Mortimer is to continue in office as honorary secretary until the annual meeting of the District Committee.

Cost-of-Living Bonus.—The staff side of the Joint Industrial Council for Administrative Staffs is submitting a case to the Joint Industrial Council for an increase in the present rate of cost-of-living bonus, and an effort will be made to secure some bonus on all salaries.

Nursing Services Committee.—The association has been informed of the intention of the Scottish Department of Health to establish a committee on "Burnham" lines for nursing services in Scotland, and has accepted an invitation to be represented on that committee.

Ardrossan town council, in response to a deputation by the association, has granted improvements in the salary scales for most members of the staff.

New Divisional Secretary.—As was reported last month, Mr. H. Slater, B.Sc. (Econ.), F.C.I.S., has been appointed to act as divisional secretary for the time being in succession to Mr. Mortimer, and communications should be addressed to him at the divisional office, 67, West Nile Street, Glasgow, C.1.

District Committees

Interest at the meeting of the **North Western and North Wales District Committee,** held at Manchester on September 27, centred round the question of N A L G O affiliation with the T.U.C., consideration of which had been deferred from the May meeting to enable delegates to obtain the views of their branches.

It was moved that the committee should support the resolution adopted by the N.E.C. on March 15, in which the Council found no reason to vary the decision reached in 1936, and recommended that further consideration be deferred until the end of the war.

Four amendments were submitted, recommending :

(a) That the question be reopened within six months after the conclusion of the war ;

(b) That the question be reconsidered when a substantial number of branches demands its reconsideration ;

(c) That a national ballot be held as soon as possible ;

(d) That the Association affiliate with the T.U.C.

All the amendments were defeated and the original motion was carried by a big majority.

Another resolution which was adopted urged the N.E.C. to take steps forthwith to have the present cost of living bonus award reconsidered by the National Whitley Council, with a view to the issue of an award related more closely to the present cost of living figure covering all salaries.

The "Bridlington" Cup, won by the district for collecting the third highest average amount per member in aid of the Benevolent and Orphan Fund, was presented to the hon. secretary of the Fund, Mr. H. Russell, by the president of the district committee, Mr. W. H. Legh-Smith.

Mr. J. Southworth, of Wigan, was elected to a seat on the Lancashire and Cheshire provincial council. A presentation was made to Mr. T. Freeman, chairman of the committee, who has retired from the service, many members paying tribute to the valuable service he had rendered to N A L G O in general and to the district committee in particular, over a period of some thirty years. Mr. E. L. Riley was elected chairman in succession to Mr. Freeman, and Mr. J. H. Tyrrell vice-chairman.

When the **Southern district committee** met at Reading on September 27, Mr. E. R. Davies presiding, members were informed that, since the South Midlands provincial council had adopted salary scales (reported in another column), the whole of the Southern district was now covered by scales and grading which could be regarded as "recognised terms and conditions." The committee was naturally pleased at this progress by a Whitley council so recently established, and agreed to encourage branches to do everything possible to urge their local authorities

(a) To become constituent members of the Whitley council ;

(b) To adopt the recommended scales and cost of living bonus.

The chairman referred to the formation of the N A L G O Reconstruction Committee, and asked branches to consider the question of reconstruction and send to the committee any suggestions they cared to make.

Cost of Living Unchanged

The Ministry of Labour cost of living index figure remained unchanged last month at 199—28.4 per cent above the figure for September 1, 1939.

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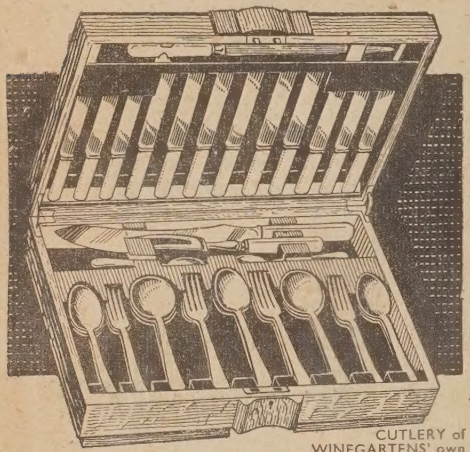

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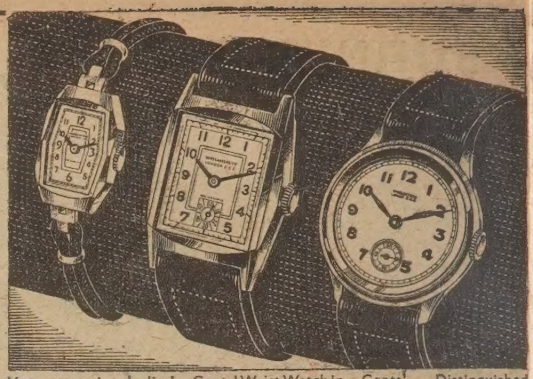

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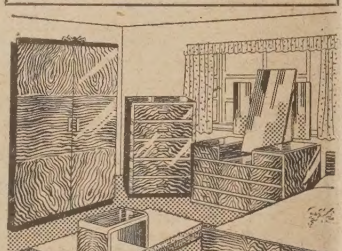

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